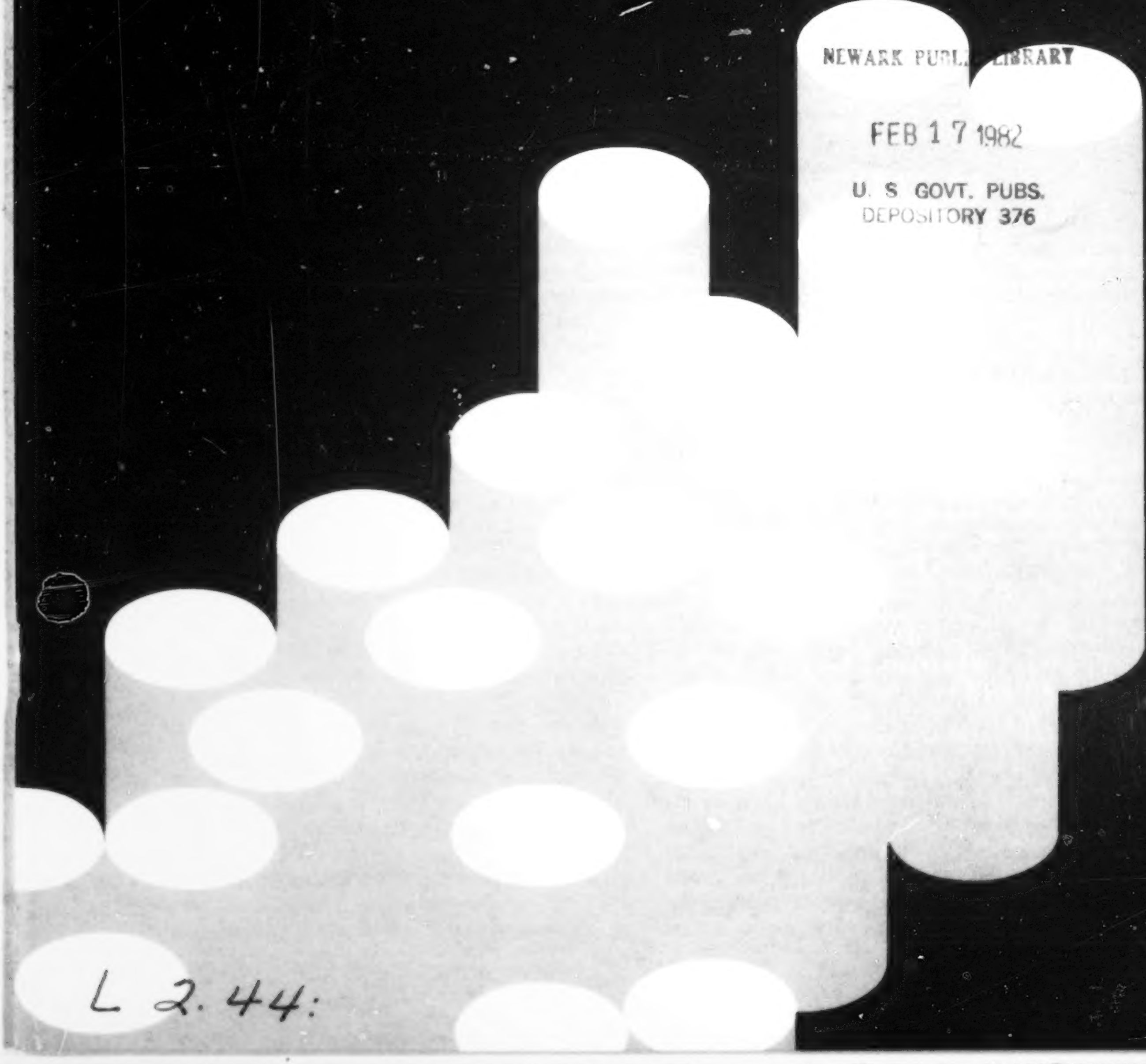
CWD

CURRENT WAGE DEVELOPMENTS

Includes Data for December 1981

U.S. Department of Labor
Bureau of Labor Statistics
January 1982



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A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1, 1985. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

January 1982 Volume 34 Number 1

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

Meatpacking accords. The "old line" meatpacking companies' efforts to compete more effectively with newer, lower-cost firms were strengthened when the United Food and Commercial Workers agreed to new contracts that provide for a number of wage and benefit concessions. The first settlement, with Armour and Co., set a pattern for accords with Wilson & Co. and George A. Hormel & Co. Later, other companies followed the pattern, bringing the total number of workers affected to about 40,000.

John Teets, chairman and chief executive officer of Armour (and chief executive officer of the parent Greyhound Corp.) called the contract "an historic first" for an industry that is in "total disarray." "If we did not get this kind of contract," Mr. Teets said, "we would have to close many plants affecting several thousand people." Armour, which has closed 24 plants during the last 10 years, suffered a $5.7 million loss in 1980.

The new Armour contract, negotiated 8½ months in advance of the scheduled August 31, 1982, expiration date of existing agreements in the industry, did not provide for any specified wage increase. However, the agreement is subject to reopening on wages in September 1984, with the union permitted to strike if a settlement is not attained.

The cost-of-living clause, which provided for semiannual pay adjustments, was retained in the contract but the 4,100 employees will not receive any pay adjustments. They will receive a one-time lump sum in December 1983 equal to the amount they would have received if the clause was operative during all of 1982. The payment will be at least $400, regardless of how few hours an employee worked in 1982.

The lump-sum payment does not apply to workers hired after the effective date of the new contract. In addition, Armour will now be permitted to pay new employees $1 per hour less than the standard rate for their job during their first 60 days of work and 50 cents per hour less during the following 30 days. The same reductions also will apply during the first 90 days and the succeeding 30 days for employees hired for new second or third shifts.

Benefit changes include a $2 increase in the pension rate, bringing it to $17 a month for each year of credited service. This change will be effective on September 1, 1985, the day after the contract expires.

In a concession to the union, Armour agreed not to close any plants, departments, or divisions before July 1, 1983. Armour also gave the union a copy of its capital investment plan for the next 5 years and each year it will divulge its actual expenditures.

Auto Workers authorize early bargaining. With the Nation in the midst of a recession that began in mid-year, and the domestic automobile industry still afflicted by a sales slump that began 2 years earlier, the Automobile Workers authorized early negotiations with General Motors Corp., Ford Motor Co., and American Motors Corp. Early negotiations also were authorized with International Harvester Co., which faced a possible loss of $500 million on its 1981 sales of trucks and farm equipment. Chrysler was not involved in the talks because its UAW-represented workers had agreed to wage concessions in November 1979, January 1980, and January 1981 that provided for a total of nearly $1.1 billion less in compensation increases than the union's 1979 settlements with GM and Ford. The current GM, Ford (and Chrysler) agreements with the UAW expire in September 1982; the American Motors agreements expire in September 1983; and the International Harvester agreement expires in October 1982.

There was no immediate indication of whether early negotiations might result in new multiyear contracts that would supplant the balance of existing agreements or if any new contracts would not be effective until the expiration of the current agreements. Certainly, GM's and Ford's position was clear, as they began 1981 by calling for immediate labor cost concessions to reduce a claimed $8-an-hour disparity with Japanese auto producers. During the year, the two companies intensified their drive for cost relief, citing their growing financial losses and increasing job cutbacks.

There also was no clear indication of what form any possible union concessions might take, although both GM and Ford insisted that it would not be necessary to reduce wages. Ford president Donald E. Petersen mentioned several possible changes in contract provisions, such as reducing the number of paid days off, tightening the requirements for medical leaves of absence, and broadening job definitions to permit more efficient utilization of employees. In his October comments, he also called for a freeze on automatic cost-of-living pay adjustments. This proposal was particularly unpopular with UAW members who have viewed cost-of-living adjustment clauses as a sacrosanct part of their contracts ever since they first negotiated such a clause with GM in 1948.

General Motors chairman Roger B. Smith said that a program to cut unexcused absences and to increase productivity could substantially reduce operating costs. He indicated that GM lost $1 billion in 1980 because of unexcused absences. Smith said that days off for sickness and accidents had increased by 50 percent in the last 10 years and that "I don't believe that our workers are getting 50 percent sicker."

Throughout the year, Ford and GM indicated willingness to follow the lead of Chrysler and adopt profit-sharing plans to enable workers to share in the results of their efforts. This approach was viewed with skepticism by many workers who doubted that the companies could attain profitability in the near future.

An approach that was apparently more acceptable to the union as a basis for bargaining was included in an American Motors proposal made to the union in November. The proposal called for American Motors' employees to lend the company an amount equal to 10 percent of their current total compensation with repayment of the principal—and 10-percent interest—expected to begin in 1984. The $150 million to be lent to American Motors would be accrued by eliminating or reducing scheduled future improvements in wages and benefits.

To some extent, the UAW's authorization of early talks was influenced by cuts in compensation of white-collar employees announced by Ford and GM.

At Ford, the changes for the 63,000 salaried employees includes revisions in the vacation schedule that wil result in a net loss of 2 days in 1982; elimination of a paid holiday in December; exclusion of the cost-of-living allowance in calculation of paid time off (the allowance continued to be included in pay for time worked); and a change limiting overtime pay to straight-time rates for employees exempt from the requirements of the Fair Labor Standards Act.

At GM, the changes for the company's 138,000 white-collar employees in the United States included elimination of 8 casual days off, cuts in the vacation schedule, elimination of cost-of-living pay for paid time not worked, and increased insurance deductibles and reduced benefits. The company also was in the process of cutting a reported 13,000 employees from its worldwide staff of 190,000 white-collar workers.

The results of adverse economic conditions also were apparent in other industries, as union members generally agreed to employer requests for labor-costs concessions.

- In Fort Wayne, Ind., 1,000 employees of Dana Corp.'s truck axle plant agreed to cuts in labor costs totaling $2 million a year. The revisions included a 6-month delay of a scheduled 3-percent wage increase, cancellation of a holiday bonus, and lower cost-of-living adjustments. The workers are represented by the Allied Industrial Workers.
- In the Detroit area, a scheduled shutdown of Federal Forge Inc., was averted when its 190 employees voted to give up their cost-of-living adjustment clause and 4 paid holidays. The plant produces forgings for the automobile industry. Its production workers are represented by the UAW.
- In the same area, 150 employees of the Macomb Daily newspaper accepted a $30-a-week pay cut and elimination of their cost-of-living adjustment clause. The workers are represented by various unions.
- In the trucking industry, Motor Freight Express, Inc., announced that more than two-thirds of its 1,500 employees had joined its voluntary "job rescue plan" since its inception in September 1981. Under the plan, 21 percent of each participant's pay was witheld to aid the company, with the withholding to be reduced as the company's condition improves. The company operates in a number of States; its employees are represented by Teamsters.

Not all management efforts to reduce labor costs were successful.

- At American Airlines, unions representing 21,000 employees turned down a company request that they accept a 5-percent pay reduction during the first quarter of 1982 and forego raises for the rest of the year. An official of one of the unions said that the company had not proved that its financial condition warranted such an employee sacrifice.
- In the farm and construction equipment industry, 3,000 employees rejected Allis-Chalmers Corp.'s request for a 1-year wage freeze and other concessions that the company said were needed to help improve its ability to compete with other companies. An official of the Auto Workers said the turn-down ocurred because the company had reported a profit for the first 9 months of 1981 and because its top executives were receiving "excessive" salaries.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bryan Foods, Inc. West Point, Miss. United Food and Commercial Workers—1,200	40 cents 1/82	Deferred increase negotiated 1/28/81 (CWD May 1981).
Curtiss Division of Standard Brands, Inc. Chicago, Ill. Bakery, Tobacco and Confectionery Workers—1,220	65 cents 12/1/81	Deferred increase negotiated 1/81 (CWD May 1981).
Delmonte Corp., Midwest Div. Rochelle, De Kalb, and Mendota, Ill. Retail, Wholesale and Department Store—1,400	See next column 1/17/82	54-68 cents for standard job classifications; deferred increase negotiated 1/17/81 (CWD July 1981); see CWD Jan. 1980.
Fluid milk and ice cream companies San Joaquin and Sacramento valleys, Calif.	20 cents 1/1/82	Guaranteed cost-of-living adjustment; see CWD Sept. 1981.
Dried fruit industry Fresno and Monetery counties, Calif. Teamsters (Ind.)—2,000	15 cents 12/1/81	Deferred increase negotiated 4/79 (CWD Aug. 1979); additional 5 cents to finance the cost of health and welfare benefits; see CWD June 1981.

TOBACCO MANUFACTURES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Lorillard, Div. of Loews Theatres, Inc. Louisville, Ky. Bakery, Confectionery and Tobacco Workers—1,300	See next column 1/82	3 percent of highest machine operators rate, plus 8 cents; deferred increase negotiated 3/80 (CWD May 1980); see CWD Jan. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS		
American Millinery Manufacturers Assn. and independent shops New York, N.Y. Hatters—1,800	37.5 cents 1/1/82	Deferred increase negotiated 1/5/80 (CWD Dec. 1980).
Associated Fur Manufacturers, Inc. New York, N.Y., area Food and Commercial Workers —2,500	94 cents 1/1/82	Deferred increase negotiated 2/19/81 (CWD Apr. 1981).
PRINTING AND PUBLISHING		
New York Times New York, N.Y. Newspaper Guild—2,100	$51 per week 3/31/81	3-year agreement negotiated 5/7/81 also provided: $42 per week 3/31/82 and $37 on 3/31/83, with distribution between wages and benefits to be determined in 2d year; cost-of-living clause continued, with annual reviews in March of each year of 1 percent for each 1 percent rise in the BLS-CPI-W for New York in excess 6 percent; see CWD Apr. 1980.
The Daily News New York, N.Y. Newspaper Guild—1,120	$51 per week 3/31/81	3-year agreement negotiated 5/7/81 also provided: $42 week on 3/31/82 and $37 per week 3/31/83, with distribution between wages and benefits to be determined in 2d year; escalator clause continued with annual reviews in March of each year of 1 percent for each 1-percent rise in the New York BLS-CPI-W in excess of 6 percent; see CWD Nov. 1978.
Publishers Assn. of New York (deliverers) New York, N.Y. Newspaper and Mail Deliverers—1,200	$1.29 3/30/81	3-year agreement negotiated 10/28/81 also provided: $1.06 on 3/31/82 and 94 cents on 3/31/83, with distribution of wage and benefits to be determined in 2d year; escalator clause continued with adjustments in 3/82 and 3/83; no recent listing.
Twin City Commercial Printers Minneapolis and St. Paul, Minn. Graphic Arts—1,200	See next column	2-year agreement negotiated 10/29/81 provided: semiannual cost-of-living adjustments of 4 cents for each 1 point rise in the BLS-CPI-W (1967 = 100) for the Minneapolis-St. Paul area; 45 cents hour to pension fund (was 40 cents), increasing to 50 cents in 2d year; 62 cents hour to health and welfare fund (was 50 cents), increasing to 72 cents in 2d year; see CWD Dec. 1978 for latest listing.
Employing Lithographers of Los Angeles Los Angeles, Calif. Graphic Arts—1,000	60 cents 11/1/81	Automatic semiannual cost-of-living adjustment; 3-year agreement negotiated 8/4/81 also provided: 72.5 cents wage increase on 5/1/81 and 7 percent increases on 5/1/83 and 4/30/84; cost-of-living clause continued—provides 5 cents hour for each 1 point change in the BLS-CPI-W (1967 = 100) for Los Angeles—the 5/1/83 and 4/30/84 adjustments are to be paid only to the extent that they exceed the 7 percent deferred increases scheduled for those dates; no recent CWD listing.
CHEMICALS AND ALLIED PRODUCTS		
Colgate-Palmolive Co. Jersey City, N.J. Employees Associations, Inc.—1,200	8.524 percent 12/1/80	Deferred increase negotiated 11/79 (CWD June 1980).
American Enka Co. Lowland, Tenn. Textile Workers—2,400	76 cents 10/12/81	Increase negotiated 10/10/81 under cost-of-living contract reopener clause; see CWD Dec. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Owens Illinois, Inc. Various locations Glass Bottle Blowers—1,300	7 cents 5/1/81	Automatic annual cost-of-living adjustment; see CWD May 1981.
General Motors Corp. Dayton, Ohio	23 cents 12/81	Automatic quarterly cost-of-living adjustment; previously received 21 cents adjustments in each of 3/81, 6/81 and 9/81; see CWD May 1981.
Gates Rubber Co. Denver, Colo. Rubber Workers—2,650	23 cents 11/81	Increase includes 5 cents advance COLA and 18 cents automatic quarterly cost-of-living adjustment; previously received 22 cents (17 cents plus 5 cents advanced) 5/25/81 and 21 cents 8/24/81; see CWD Aug. 1981.
STONE, CLAY AND GLASS PRODUCTS		
National refractories agreement Various locations Alluminum, Brick & Clay Workers (formerly United Brick and Clay Workers)—1,500	26 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
PPG Industries Pa., Md. and Mo. United Glass and Ceramic Workers—2,200	23 cents 12/1/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
PRIMARY METAL INDUSTRIES		
U.S. Steel Corp. Various locations Steelworkers—80,000	25 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Republic Steel Corp. Various locations Steelworkers—27,000	25 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
McLouth Steel Corp. Ironton, Ohio and Detroit, Trenton, and Gibraltar, Mich. Steelworkers—3,400	20 to 52 cents 10/1/81	Increase consists of 20 cents general wage increase plus 1 cent increase in increment between 33 job classes; deferred increase negotiated 10/80 (CWD Dec. 1980); see below.
McLouth Steel Corp. Ironton, Ohio and Detroit, Trenton, and Gibraltar, Mich. Steelworkers—4,000	25 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
American Steel Foundries, a Division of Amsted Industries, Inc. Alliance, Ohio; Hammond and East Chicago, Ind.; and Granite City, Ill. Steelworkers—4,000	44 to 72.5 cents—Hammond 44 to 63 cents—other locations	Increase consists of 24 cents automatic cost-of-living adjustment at all locations and deferred increase negotiated 10/80 (CWD Feb. 1981) of 20 to 48.5 cents at Hammond and 20 to 39 cents (20 cents general increase plus 1 cent increase in increment between 20 job classes) at all other locations; see CWD May 1981.
Aluminum Co. of America Various locations Steelworkers—10,000	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.

READEX

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Aluminum Co. of America Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—9,200	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Reynolds Metals Co. Various locations Steelworkers—8,100	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Reynolds Metals Co. Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—6,000	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Kaiser Aluminum & Chemical Corp. Various locations Steelworkers—11,000	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
NL Industries, Inc. Doehler-Jarvis Casting Div. Batavia, N.Y.; Pottstown, Pa.; and Toledo, Ohio Automobile Workers—2,000	8 cents 12/7/81	Automatic quarterly cost-of-living adjustment, the maximum permitted each quarter during the 2d contract year; see CWD Nov. 1981.
Reynolds Metals Co., Alloys Plants and Reduction Plant Listerhill, Ala., area Trades Council, Machinists and Firemen and Oilers—1,200	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Revere Coper and Brass, Inc. Goose Pond Island (Scottsboro), Ala. Steelworkers—1,100	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Copperweld Steel Co. Warren, Ohio Steelworkers—2,150	25 cents 11/1/81	Automatic quarterly cost-of-living adjustment under 37-month agreement negotiated 7/30/80 generally similar to agreement between Steelworkers and 9 major basic steel companies (CWD May 1981); previously received 26 cents cost-of-living adjustment 8/1/80, 14 cents 11/1/80, 22 cents both 2/1/81 and 5/1/81 and 21 cents 8/1/81; see CWD May 1980.
Consolidated Aluminum Corp. Hannibal, Ohio Steelworkers—1,000	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Ormet Corp. Hannibal, Ohio Steelworkers—1,800	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Kennecott Corp. (was Kennecott Copper Corp)—smelting and refining operations Interstate Steelworkers and 22 other unions	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment under 3-year agreements negotiated 8/80 (CWD Oct. 1980); settlement preceded by 2-month strike; see CWD Nov. 1981 for further information; see below.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Kennecott Corp. (skilled trades) Interstate Steelworkers and 22 other unions	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1980 (Mining) for earlier listing and CWD Oct. 1980 and CWD Nov. 1981 (Mining) for settlement listings and subsequent developments.
Phelps Dodge Corp. (smelting and refining operations) Interstate Steelworkers and other unions	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment under 3-year agreements negotiated Oct. 1980 (CWD Dec. 1980); settlement preceded by 99-day strike; other terms generally similar to Magma Copper Co. settlement—CWD Nov. 1981 (Mining); see CWD Apr. 1980—Mining.
Magma Copper Co. (smelting and refining operations) San Manuel and Superior, Ariz. Steelworkers and other unions—4,500	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment under 3-year agreement negotiated 10/80; wage and benefit terms generally similar to Kennecott Corp. settlement with Steelworkers (CWD Oct. 1980—Wage Highlights); settlement preceded by 3-month strike; see CWD Nov. 1981—Mining.
Anaconda Aluminum Co. Columbia Falls, Mont. Aluminum Trade Council (Aluminum Workers and 7 other unions)—900	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Aluminum Co. of America Vancouver and Wenatchee, Wash. Aluminum Trades Council—2,100	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Martin Marietta Aluminum, Inc. The Dalles, Oreg., and Goldendale, Wash. Steelworkers—1,800	17 cents 12/6/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Intalco Aluminum Corp. Ferndale, Wash. Metal Trades Council—950	61 to 76 cents 10/5/81	Deferred increase negotiated 9/80 (CWD Jan. 1981).
FABRICATED METAL PRODUCTS		
Continental Can Co. Various locations Machinists—2,000	26 cents 11/15/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
American Can Co. Various locations Machinists—1,700	26 cents 11/15/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
The Babcock & Wilcox Co. Barberton, Ohio; Wilmington, N.C.; Brunswick, Ga.; West Point, Miss.; Paris, Tex.; and Mt. Vernon, Ind. Boilermakers—6,000	11.7 cents 10/16/81	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1981.
Olin Corp. East Alton, Ill. Machinists—3,000	3.5 percent 12/1/81	Deferred increase negotiated 12/80 (CWD Feb. 1981); see below.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Olin Corp. East Alton, Ill. Machinists—3,000	17 cents 12/1/81	Automatic quarterly cost-of-living adjustment.
Norris Industries, Inc. (3 plants) Vernon, Calif. Automobile Workers—1,400	5.8 percent 10/26/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981—Electrical and Electronic Equipment.
MACHINERY, EXCEPT ELECTRICAL		
Morse Chain Co. Ithaca, N.Y. Machinists—1,050	8 percent 9/14/81	3-year agreement negotiated 9/14/81 also provided: 7 percent increases on both 9/14/82 and 9/14/83; cost-of-living clause continued; 20 and 30 cents 2d and 3d shift differentials (were 15 and 25 cents); 4 weeks of vacation after 18 years (was 20); $13 month (was $12) pension for each year of credited service, $13.50 in 2d year, and $14 in 3d; $130 week (was $125) sickness and accident benefits, $135 week in 2d year, and $140 in 3d; $12,000 (was $11,000) life insurance, increasing to $13,000 in 2d year, and to $14,000 in 3d; see CWD Sept. 1977.
Hughes Tool Co., Oil Tool Div. Houston, Tex. Steelworkers—2,850	84 cents 10/5/81	Increase concists of 60 cents deferred increase negotiated 10/80 and 24 cents automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustment in 1/81, 23 cents in 4/81, and 18 cents in 7/81; see CWD Nov. 1979 for latest listing.
Reliance Electric Co., Dodge Div. Mishawaka, Ind. Steelworkers—1,000	$1.40 11/2/81	3-year agreement negotiated 11/1/81 also provided: 65 cents increases on both 11/1/82 and 10/31/83; escalator clause changed—provides for adjustments in 2d and 3d years of 1 cent for each 0.3-point movement in the BLS-CPI (1967 = 100), with a minimum guaranteed adjustment of 15 cent each year; dental plan established in 2d year; see CWD Nov. 1980.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
General Electric Co. Electrical Workers (IUE)—68,000 Electrical Workers (UE-I)—16,000 Various locations	26 cents 12/29/81	Automatic semiannual cost-of-living adjustment; see CWD July 1981.
RCA Corp. National Electrical Workers (IBEW)—13,000; Electrical Workers (IUE)—6,400	39 cents 12/7/81	Increase consists of 24 cents automatic semiannual cost-of-living adjustment and 15 cents deferred increase negotiated 11/79 (CWD Dec. 1979—Wage Highlights); previously received 17.5 cents deferred increase 12/1/80; see CWD July 1981.
Square D Co. Lexington, Ky. Electrical Workers (IBEW)—1,100	6 cents 12/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Design and Manufacturing Corp. Connersville, Ind. Automobile Workers—1,350	15 cents 12/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Whirlpool Corp. Evansville, Ind. Electrical Workers (IUE)—4,500	13 cents	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Magic Chef, Inc., Admiral Div. Galesburg, Ill. Machinists	1 cent 10/1/81	Automatic quarterly cost-of-living adjustment; previously received 14 cents adjustment 7/1/81, bringing the total to the 15 cents maximum for the 2d calendar year; previously received 50 cents deferred increase 4/1/81 under 3 year contract negotiated 3/80 (CWD July 1980).
The Maytag Co. Newton and Hampton, Iowa Automobile Workers—2,200	13 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
TRANSPORTATION EQUIPMENT		
General Motors Corp. Various locations Automobile Workers—460,000	24 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Ford Motor Co. Various locations Automobile Workers—190,000	24 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Dana Corp. Various locations Automobile Workers—7,500	See next column 12/81	3 percent deferred increase negotiated 12/79 and 21 cents automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Mack Trucks, Inc. Various locations Automobile Workers—10,000	22 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Rockwell International, Automotive Group Ind., Ky., Mich. Ohio and Wis. Automobile Workers—4,000	21 cents 12/81	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustment in 3/80, 30 cents in 6/80, 23 cents in 9/80, 16 cents in 12/80 and 21 cents in each of 3/81, 6/81 and 9/81; 3-year agreement also provided 3 percent wage increases in each of 2/80, 2/81, and 2/82; see CWD Sept. 1979.
Eaton Corp. Louisville, Ky.; Battle Creek and Marshall, Mich.; and Cleveland Ohio Automobile Workers—1,500	3 percent 1/82	Deferred increase negotiated 2/6/80; previously received 26 cents automatic quarterly cost-of-living adjustment in 11/81; see CWD Sept. 1981.
The Budd Co. Philadelphia, Pa.; Clinton and Detroit, Mich.; Gary, Ind. and Frankfort and Ashland, Ohio Automobile Workers—6,100	24 cents 12/81	Automatic quarterly cost-of-living adjustment; previously received 21 cents cost-of-living adjustment in 3/81, 22 cents in 6/81 and 21 cents in 9/81; see CWD Feb. 1981.
Lockheed Aircraft Corp.; Lockheed-Georgia Co. Marietta, Ga.; Clarksburg, W. Va.; Charleston, S.C. and Meridian, Miss. Machinists—7,350	24 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Bath Iron Works Bath, Me. Marine and Shipbuilding—4,500	8 cents	Deferred increase negotiated 7/79 (CWD Sept. 1979); see CWD July 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
AMBAC Industries, Inc. American Bosch, Divs. Springfield, Mass. Electrical Workers (IUE)—1,200	13 cents 10/26/81	Automatic semiannual cost-of-living adjustment; previously received 14 cents 10/27/80 and 15 cents 4/27/81; see CWD Apr. 1981.
United Technologies Corp.; Pratt and Whitney Aircraft Div. Connecticut Machinists—22,000	29 cents 12/81	Deferred increase negotiated 12/80 (CWD Jan. 1981).
United Technologies Corp.; Pratt and Whitney Div. North Haven, Conn. Machinists—3,000	29 cents 12/1/81	Deferred negotiated 12/1/80; see CWD Jan. 1980.
General Dynamics Corp., Electric Boat Div. Groton, Conn. Metal Trades Council—11,700	10 cents 12/1/81	Guaranteed cost-of-living adjustment; see CWD July 1981.
Fairchild Industries Inc., Fairchild Republic Co. Div. Farmingdale, Long Island, N.Y. Machinists—3,500	22 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Boeing Vertol Co. Philadelphia, Pa., area Automobile Workers—3,000	24 cents 10/4/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Dana Corp., Parish Div. Reading, Pa. Steelworkers—1,800	24 cents 10/25/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Avco Corp., Lycoming Div. Williamsport, Pa. Automobile Workers—1,150	13 cents 12/81	Automatic quarterly cost-of-living adjustment; previously received 1 cent cost-of-living adjustment 6/80, 12 cents 9/80, 16 cents 12/80 16 cents 3/81, 15 cents 6/81, and 20 cents 9/81; see CWD June 1981.
Volkswagen of America, Inc. New Stanton, Pa. Automobile Workers	22 cents 9/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Dravo Corp. Neville Island, Pittsburgh, Pa. Marine and Shipbuilding (IUMSW)—1,300	14 cents 12/1/81	Automatic quarterly cost-of-living adjustment; previously received 15 cents cost-of-living adjustment 12/1/80, 16 cents 3/1/81, 16 cents 6/1/81 and 19 cents 9/1/81; see CWD July 1980.
Avco Corp. Aerostructures Div. Nashville, Tenn. Machinists—2,120	13 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD June 1981.
Monroe Auto Equipment Co. Hartwell, Ga. Automobile Workers—1,000	9 percent 12/14/81	Deferred increase negotiated 12/80 (CWD Apr. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
United Technologies Corp., Florida R&D Center West Palm Beach, Fla. Machinists	17-51 cents 1/82	Deferred increase negotiated 1/81; 3-year agreement also provided 18-56 cents 1/81; no recent listing.
Hayes International Corp. Birmingham, Ala. Automobile Workers	17 cents 11/1/81	Automatic quarterly cost-of-living adjustment; previously received 15 cents cost-of-living adjustment 2/81 and 14 cents in both 5/81 and 8/81; see CWD June 1981.
Alabama Dry Dock and Shipbuilding Co. Mobile, Ala. Marine and Shipbuilding Workers—1,200	15 cents 1/26/82	Deferred increase negotiated 7/79; see CWD July 1981.
Vought Corp. Grand Praire, Tex. Automobile Workers—4,100	24 cents 10/19/81	Automatic quarterly cost-of-living adjustment; previously received 3 cents 4/13/81 and 20 cents 7/13/81; see CWD Sept. 1981.
Dana Corp., Weatherhead Div. Indiana and Ohio Automobile Workers—1,700	18 cents 10/81	Automatic quarterly cost-of-living adjustment; previously received 15 cents 7/81; see CWD June 1981.
TRW, Inc. Cleveland, Ohio Aircraft Workers Alliance, Inc. (Ind.)—4,000	13 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers—1,300	30 cents 11/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Huffy Corp. Celina, Ohio Steelworkers—1,650	18 cents 12/1/81	Deferred increase negotiated 6/81 (CWD Aug. 1981).
Bendix Corp. South Bend and Mishawaka, Ind. Automobile Workers—6,100	22 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
AM General Corp. South Bend, Ind. Automobile Workers—1,500	21 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Dana Corp., Spicer Axle Div. Fort Wayne, Ind. Allied Industrial Workers—2,200	3 percent 1/19/82	Deferred increase negotiated 1/19/80 (CWD Nov. 1980); previously received 23 cents automatic quarterly cost-of-living adjustment in 11/81; see CWD Sept. 1981.
Eaton Corp., Transmission Div. Kalamazoo, Mich. Allied Industrial Workers—1,400	23 cents 9/81	Automatic quarterly cost-of-living adjustment; previously received 19 cents cost-of-living adjustment in 3/81 and 18 cents in 6/81; see CWD Jan. 1981.
Motor Wheel Corp. Lansing, Mich. Allied Industrial Workers—2,500	21 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Clark Equipment Co., Automotive Div. Buchanan, Mich. Automobile Workers—1,000	20 cents 10/5/81	Automatic quarterly cost-of-living adjustment; previously received 22 cents in 7/80, 16 cents in 10/80, 15 cents in 1/81, 19 cents in 4/81 and 16 cents in 7/81; 3-year agreement negotiated in 5/80 also provided for 48 cents wage increase 5/1/80, 35 cents 5/1/81 and 36 cents 5/1/82; see CWD Feb. 1980.
Teledyne Continental Motors Muskegon, Mich. Automobile Workers—1,100	21 cents 9/81	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1981.
Clark Equipment Co., Transmission Div. Jackson, Mich. Allied Industrial Workers—1,000	21 cents 10/5/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
A.O. Smith Corp. Milwaukee, Wis. Smith Steel Workers—3,000	26 cents 11/81	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustment in 2/81, 23 cents 5/81, and 19 cents 8/81; see CWD Mar. 1980.
Lockheed Missiles and Space Co., Inc. Sunnyvale, Palo Alto, and Santa Cruz, Calif. Machinists—6,600	24 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
McDonnell Douglas Corp. Torrance, Palmdale, Huntington Beach and Vandenberg Air Force Base, Calif., and Cape Canaveral, Fla. Machinists—6,600	24 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
McDonnell Douglas Corp. Long Beach and Compton, Calif., Tulsa, Okla.; and Melbourne, Ark. Automobile Workers—15,000	24 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Pacific Coast Shipbuilders Assn. Calif., Oreg., and Wash. Pacific Coast Metal Trades Council	19 cents 11/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, Calif. Machinists—16,000	24 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
General Dynamics Corp., Pomona Div. Pomona, Calif. Machinists—1,600	19 cents 12/14/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Freightliner Corp. Portland, Ore. Machinists—1,700	32 cents 10/81	Automatic tri-annual cost-of-living adjustment; see CWD July 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Boeing Co. Seattle, Renton, Auburn, and Everett, Wash.; Wichita, Kans. and Portland, Ore. Machinists—50,000	24 cents 10/4/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
NONMANUFACTURING		
MINING		
Iron ore mining companies Various locations Steelworkers—16,000	25 cents	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
White Pine Copper Co. White Pine, Mich. Steelworkers—1,100	25 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Phelps Dodge Corp. Utah, Nev., Ariz., and N. Mex. Steelworkers—4,000	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Kennecott Corp. Utah, Nev., Ariz., and N. Mex. Steelworkers and 13 other unions—9,000	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
The Anoconda Co. Mont., Ariz., and Nev. Steelworkers, Teamsters (Ind.) and Metal Trade Council—4,800	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Magma Copper Co. Arizona Steelworkers—4,900	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Duval Sierrita Corp. and Duval Corp. (copper mines) Tuscon and Kingman, Ariz. Steelworkers; Teamsters (Ind.)—2,300	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Inspiration Consolidated Copper Co. Arizona Steelworkers—1,600	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
The Anamax Mining Co. Twin Buttes Operation Tuscon, Ariz. Steelworkers—1,200	25 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION		
Houston Sheet Metal Contractors Assn. Houston, Tex. Sheet Metal Workers—1,500	See next column 8/1/81	$1.02 automatic semiannual cost-of-living adjustment which was allocated as follows: 98.5 cents to wages, and 3.5 cents to local pension fund (total 58.5); previously received 55 cents adjustment 2/1/81 allocated 45.5 cents to wages, 2 cents to local pension fund (total 55), and 7.5 cents to health and welfare fund (total 55), and also received 99 cents 8/1/80 allocated 96 cents to wages, and 3 cents to local pension fund (total 53); see CWD Feb. 1980.
Keystone Building Contractors Eastern and Central Pennsylvania Carpenters and Joiners—1,600	86 cents 5/1/81	Negotiated in Nov. 1980 under wage and benefit reopener of 3-year agreement scheduled to expire 4/30/82; reopener agreement also provided: 90 cents hour to pension fund (was 70); 70 cents to health and welfare fund (was 60); 7 cents to industry promotion fund (was 6); see CWD Dec. 1980.
Printing and Decorating Contractors Assn. Houston, Tex. Painters—1,500	$1.18 7/1/81	Negotiated in 1981 under wage and benefit reopener of 3-year agreement negotiated in 1980; reopener agreement also provided: 30 cents on 1/1/82; 70 cents hour to pension fund 1/1/82 (was 60); $1.015 hour to health and welfare fund 7/1/82 (was 76.5 cents), and $1.065 on 1/1/82; 6 cents to apprenticeship fund (was 5); see CWD Mar. 1981.
Southern Illinois Contractors Assn. Southern Ill. Laborers	See next column 8/1/81	$1.265 increase with distribution of amount between wages and benefits varying by local; 3-year agreement negotiated in 1981 also provided: $1.25 wage increase on both 8/1/82 and 8/1/83; see CWD Aug. 1979 for previous listing.
Mid-America Regional Bargaining Assn. (commercial and heavy industrial projects) Chicago, Ill., area Operating Engineers—7,500	$1.85 7/1/81	3-year agreement ratified 9/20/81 also provided: $1.30 on both 7/1/82 and 7/1/83; $1.35 hour to pension fund (was $1.20), and $1.55 on 7/1/83; $1.50 to health and welfare fund (was $1.20), $1.80 on 7/1/82, and $2.10 on 7/1/83; settlement preceded by 9-week strike; see CWD June 1977 for previous listing.
Associated General Contractors of America, Inc. Northern Calif. Carpenters and Joiners—25,000	See next column	Correction: 6/16/81 wage increases were $1.60 hour for employees in 12 San Francisco Bay area counties and 70 cents for employees in other 34 counties (rather than $1.25 and 35 cents, respectively, as reported in CWD Sept. 1981); $1.655 hour to health and welfare fund 11/1/81 (rather than 1/1/81); 17 cents (rather than 14 cents) to apprenticeship fund 11/1/81.
Associated General Contractors of America, Inc. Northern Calif. Teamsters (Ind.)	See next column 11/1/81	79 cents automatic annual cost-of-living adjustment allocated as follows: 19 cents to wages and 60 cents to vacation/holiday fund (total $2); 3-year agreement negotiated in 1980 also provided: $1 wage increase both 6/16/80 and 6/16/81, and $1.20 on 6/16/82, with distribution of latter increase between wages and benefits to be determined later; escalator clause continued to provide annual adjustments on 11/1/81 and 11/1/82; $1.76 hour to pension fund 7/1/80 (was $1.20) and $1.96 on 7/1/81; $2.03 to health and welfare fund 7/1/80 (was $1.93); $1.40 to vacation/holiday fund 11/1/80 (was $1); see CWD Nov. 1975 for earlier listing.
Associated General Contractors of America, Inc. (tunnel agreement) Northern Calif. Laborers	See next column 11/1/81	Automatic annual cost-of-living adjustment allocated as follows: 50-61 cents to wages, 25 cents to pension fund (total $2), and 15 cents to vacation/holiday/supplemental dues fund (total $1.55); previously received deferred wage increases of $1 on 6/16/81 and 54 cents 11/1/80 under 3-year agreement negotiated in 1980 (CWD Oct. 1980).
Associated General Contractors of America, Inc. (outside agreement) Northern Calif. Laborers	See next column 11/1/81	74 cents automatic annual cost-of-living adjustment allocated as follows: 34 cents to wages, 25 cents to pension fund (total $2), and 15 cents to vacation/holiday/supplemental dues fund (total $1.55); previously received deferred wage increases of $1 on 6/16/81 and 30 cents 11/1/80 under 3-year agreement negotiated in 1980 (CWD Oct. 1980).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Northern Calif. Operating Engineers	See next column 11/1/81	$1.05 automatic annual cost-of-living adjustment allocated as follows: 28 cents to wages, 35 cents to pension fund (total $3.50), 5 cents to health and welfare fund (total $1.70), 32 cents to vacation fund (total $2.12), and 5 cents to affirmative action fund (total 39 cents); on 6/16/81, received deferred increases negotiated in 1980 (CWD Oct. 1980) of $1 in wages, 15 cents to pension fund (total $3.15), and 25 cents to vacation fund (total $1.80); see CWD Oct. 1980.
Associated General Contractors of America, Inc. Northern Calif. Cement Masons	85 cents 11/1/81	Automatic annual cost-of-living adjustment; previously received $1.05 deferred wage increase 6/16/81 under 3-year agreement negotiated in 1980 (CWD Nov. 1980).
Associated General Contractors of America, Inc. Oregon-Columbia Chapter Wash., Oreg., and Idaho Ironworkers—4,000	See next column 7/1/81	$1.75 hour guaranteed cost-of-living adjustment which was allocated as follows: $1.38 to wages, 25 cents to pension fund (total $2.15), 7 cents to health and welfare fund (total $1), and 5 cents to apprenticeship fund (total 15 cents); 3-year agreement negotiated in 7/80 also provided: $2 wage increase 7/1/80; escalator clause established to provide adjustments on 7/1/81 and 7/1/82 (to be allocated to wages and/or benefits) amounting to 6 cents for each 1-point rise in the all-cities BLS-CPI-W (1967 = 100) over the previous year ending in March, with minimums of $1.75 on 7/1/81 and $1.50 on 7/1/82; effective 7/1/80, $1.90 hour to pension fund (was $1.70); see CWD Oct. 1977 for previous listing.
Associated General Contractors of America, Inc., Inland Empire Chapter Eastern Wash. and Idaho Laborers	See next column 6/1/81	$1.62 automatic annual cost-of-living adjustment which was allocated as follows: $1.27 to wages; 20 cents to pension fund (total $1.30); 15 cents to health and welfare fund (total $1.12); see CWD Nov. 1980.
Associated General Contractors of America, Inc., Inland Empire Chapter Eastern Wash. and Idaho Carpenters and Joiners	$1.62 6/1/81	Automatic annual cost-of-living adjustment under 3-year agreement ratified 7/10/80 which also provided: $1.70 wage increase 6/1/80; escalator clause established to provide annual adjustments on 6/1/81 and 6/1/82 of 6 cents for each 1-point increase in the all-cities BLS-CPI-W (1967 = 100) with a $1.25 minimum each adjustment date; effective 6/1/80, $1.20 hour to pension fund (was 90 cents), 96 cents to health and welfare fund (was 83), and 10 cents to training fund (was 7.5); see CWD June 1979 for previous listing.
Associated General Contractors of America, Inland Empire Chapter Wash. and Idaho Operating Engineers	See next column 6/1/81	$1.62 automatic annual cost-of-living adjustment which was allocated as follows: $1.05 to wages; 45 cents to pension fund (total $2); 10 cents to health and welfare fund (total $1.30); 2 cents to apprenticeship fund (total 10); 3-year agreement negotiated in 5/80 also provided: $1.75 wage increase 6/1/80; escalator clause established to provide annual adjustments on 6/1/81 and 6/1/82 of 6 cents for each 1-point increase in the all-cities BLS-CPI-W (1967 = 100) with a $1.25 minimum each adjustment date; effective 6/1/80, 8 cents to apprenticeship fund (was 3); see CWD June 1978 for previous listing.
Associated General Contractors of America, Inc. Oregon-Columbia Chapter Oregon and Southwest Wash. Laborers—7,000	See next column 6/1/81	$1.44 automatic annual cost-of-living adjustment which was allocated as follows: Oregon—$1.14 to wages, 10 cents to pension fund (total $1.50), and 20 cents to health and welfare fund (total $1.40); Washington—$1.19 to wages, 10 cents to pension fund (total $1.40), and 15 cents to health and welfare fund (total $1.10); see CWD Nov. 1980.
Sheet Metal and Air Conditioning Contractors Assn. Seattle, Tacoma and Everett, Wash. Sheet Metal Workers—1,600	See next column 6/1/81	$2 automatic annual cost-of-living adjustment which was allocated as follows: $1.74 to wages; 15 cents to health and welfare fund (total 88 cents); 6 cents to the Stabilization Agreement for the Sheet Metal Industry (SASMI)—total 62 cents; 5 cents to local training fund (total 10); 3-year agreement negotiated in 1980 also provided: $1.36 wage increase 6/1/80 and 88 cents 12/1/80; escalator clause continued to provide annual adjustments on 6/1/81 and 6/1/82 based on the previous Mar. to Mar. change in the BLS-CPI-W for Seattle, with a $1 minimum and $2 maximum for each adjustment date; $1.66 to pension fund 12/1/80 (was $1.56); 36 cents to SASMI (was 52) on 6/1/80; see CWD June 1978 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc., Seattle and Tacoma Chapters Northwest Wash. Teamsters (Ind.)—3,200	See next column 6/1/81	$1.62 automatic annual cost-of-living adjustment which was allocated as follows: $1.23 to wages; 21 cents to pension fund (total $1.54); and 18 cents to health and welfare fund (total $1.24); 3-year agreement negotiated in 6/80 also provided: $1.77 wage increase 6/1/80; escalator clause continued to provide annual adjustments on 6/1/82 of 6 cents for each 1-point increase in the all-cities BLS-CPI-W (1967 = 100); effective 6/1/80, $1.33 hour to pension fund (was $1.12), $1.06 to health and welfare fund (was 94 cents), 14 cents to training fund (was 9), and 2 cents to industry promotion fund (was 4); see CWD Aug. 1977 for previous listing.
Painting and Decorating Contractors Assn. Seattle, Wash. Painters—2,000	See next column 12/1/81	90 cents semiannual cost-of-living adjustment which was allocated as follows: 80 cents to wages and 10 cents to pension fund (total 80); previously received $1 cost-of-living adjustment on 6/1/81 allocated 85 cents to wages and 15 cents to health and welfare fund (total 88); 3-year agreement negotiated in 6/80 also provided: $1.18 wage increase and 6/1/80 and 70 cents 12/1/80; escalator clause established to provide adjustments on 6/1/81 and 6/1/82 amounting to 1 percent for each 1 percent increase in the BLS-CPI for Seattle (1967 = 100), with a $1 minimum on each date and any additional amount (up to 90 cents) generated by the formula to be effective on 12/1/81 and 12/1/82, respectively; see CWD Oct. 1979 for previous listing.
Associated General Contractors of America, Inc., Oregon-Columbia Chapter Oreg. and Southwestern Wash. Carpenters and Joiners—9,000	See next column 6/1/81	$1.65 automatic annual cost-of-living adjustment which was allocated as follows: $1.32 to wages; 10 cents to pension fund (total $1.10); and 20 cents to establish a supplemental pension fund; see CWD Nov. 1980.
Associated General Contractors of America, Inc., Seattle and Tacoma Chapters Northwest Wash. Operating Engineers—7,000	See next column 6/1/81	$1.62 automatic annual cost-of-living adjustment which was allocated as follows: $1.12 to wages; 25 cents to pension fund (total $1.75); 25 cents to health and welfare fund (total $1.20); 3-year agreement negotiated in 6/80 also provided: $2 wage increase 6/1/80; escalator clause continued to provide annual adjustments on 6/1/81 and 6/1/82 of 6 cents for each 1-point increase in the all-cities BLS-CPI-W (1967 = 100); effective 6/1/80, 95 cents hour to health and welfare fund (was 85), 16 cents to training fund (was 11), and 2 cents to industry promotion fund (was 4); see CWD Sept. 1977 for previous listing.
Associated General Contractors of America, Inc. Seattle Tacoma Chapters Western and Central Wash. and Northern Idaho Laborers—7,500	See next column 6/1/81	$1.62 automatic annual cost-of-living adjustment which was allocated as follows: $1.12 to wages; 10 cents to pension fund (total $1.40); 15 cents to health and welfare fund (total $1.10); 25 cents to vacation fund (total $1); 3-year agreement negotiated in 6/80 also provided: $1.45 wage increase 6/1/80; escalator clause continued to provide annual adjustments on 6/1/81 and 6/1/82 of 6 cents for each 1-point increase in the all-cities BLS-CPI-W (1967 = 100) with a minimum of $2 on each adjustment date; effective 6/80, $1.30 to pension fund (was $1.10), and 75 cents to vacation fund (was 50); see CWD Aug. 1977 for previous listing.
Associated General Contractors of America, Inc., Oregon-Columbia Chapter Oregon Operating Engineers—6,000	9.97 percent 6/1/81	Increase includes 5-percent deferred increase negotiated in 6/80 (CWD Nov. 1980), and 4.97-percent annual cost-of-living escalator increase; of the total increase, 60 cents was allocated to fringe benefit funds (and the balance to wages), which resulted in the following levels: $1.30 hour to health and welfare fund (was $1.25); $1 to vacation fund (was 50 cents); 10 cents to training fund (was 5).
Associated General Contractors of America, Inc. Oregon-Columbia Chapter Oregon Teamsters (Ind.)—1,700	9.97 percent 6/1/81	Increase includes 5-percent deferred increase under 3-year agreement negotiated in 1980 and 4.97-percent annual cost-of-living escalator increase; of the total increase, 32 cents was allocated to fringe benefit funds (and the balance to wages) which resulted in the following levels: $1.26 to pension fund (was $1.19), and $1.18 to health and welfare fund (was 93 cents); 1980 agreement also

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
		provided: 13.5 percent wage increase on 8/1/80; escalator clause continued to provide adjustments on 6/1/81 and 6/1/82 (to be allocated to wages and /or benefits) amounting to the increase in the all cities BLS-CPI-W over the previous year ending in April, with a minimum of 5 percent and maximum of 10 percent each year—any increase above 10 percent each year was to be negotiable; effective 6/1/80, $1.19 hour to pension fund (was $1.05), 93 cents to health and welfare fund (was 78), and 8 cents to training fund (was 5); see CWD July 1977 for previous listing.
TRANSPORTATION AND PUBLIC UTILITIES		
Class I railroads National Clerks—70,000	**See next column**	39-month agreement negotiated 12/81 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent and 3 percent retroactive to 4/1/81 and 10/1/81, respectively, 3 percent retroactive to 4/1/81 and 10/1/81, respectively, 3 percent 7/1/82 and 3 percent 7/1/83; cost-of-living clause continued—provides semiannual adjustments of 1 cent for each 0.3 point change in the BLS-CPI-W (1967 = 100) starting 7/82 (32 and 35 cents adjustments were specified in contract for 7/81 and 1/82, respectively—the amounts that would have been paid under the formula), subject to semiannual and annual "caps" equal to the adjustments resulting from 4 and 8 percent increases in the index, respectively, with allowance in effect 1/1/83 to be incorporated into base rates 12/31/83 and 50 percent of then-current allowance to be incorporated 6/30/84; 11th paid holiday, effective in 1983; 3 weeks' vacation after 8 years (was 9) and 4 weeks after 17 years (was 18) beginning in 1982; established 1, 2 and 3 days of paid personal leave for employees with 8, 17 and 20 years' service, respectively, starting in 1982; $10,000 (was $6,000) life insurance, $6,000 (was 4,000) maximum AD&D, increased hospital-surgical-medical benefits, $500,000 (was $250,000) major medical maximum, increased dental benefits and $75,000 ($50,000) maximum major medical for early retirees, starting in 1982; see CWD Apr. 1981.
Class I railroads National Maintenance of Way Employees —61,000	**See next column**	39-month agreement negotiated 12/81 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent and 3 percent retroactive to 4/1/81 and 10/1/81, respectively, 3 percent 7/1/82 and 3 percent 7/1/83; cost-of-living clause continued—provides semiannual adjustments of 1 cent for each 0.3-point change in the BLS-CPI-W (1967 = 100) starting 7/82 (32 and 35 cents adjustments were specified in the contract for 7/81 and 1/82, respectively—the amounts that would have been paid under the formula), subject to semiannual and annual "caps" equal to the adjustments resulting from 4 and 8 percent increases in the index, respectively, with allowance in effect 1/1/83 to be incorporated into base rates 12/31/83 and 50 percent of then-current allowance to be incorporated 6/30/84; 11th paid holiday, effective in 1983; 3 weeks' paid vacation after 8 years (was 9) and 4 weeks after 17 years (was 18) beginning in 1982; established 1 and 2 days of paid personal leave for employees with 8 and 17 years' service, respectively, starting in 1982; $10,000 (was $6,000) life insurance, $6,000 (was $4,000) maximum AD&D, increased hospital-surgical-medical benefits, $500,000 (was $250,000) major medical maximum, increased dental benefits, and $75,000 (was $50,000) maximum major medical for early retirees starting in 1982; see CWD Apr. 1981.
Class I railroads National Railway Carmen—32,000	**See next column**	39-month agreement negotiated 12/81 provided wage and benefit provisions similar to Maintenance of Way Employees' agreement described above; see CWD Jan. 1981.
Claff I railroads National Machinists—15,000	**See next column**	39-month agreement negotiated 12/81 provided wage and benefit provisions similar to Maintenance of Way Employees' agreement described above; see CWD Jan. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Class I railroads National Electrical Workers (IBEW)—9,000	See next column	39-month agreement negotiated 12/81 provided wage and benefit provisions similar to Maintenance of Way Employees' agreement described above; see CWD Jan. 1981.
Class I railroads National Sheet Metal Workers—4,000	See next column	39-month agreement negotiated 12/81 provided wage and benefit provisions similar to Maintenance of Way Employees' agreement described above; see CWD Jan. 1981.
Class I railroads National Boilermakers and Blacksmiths—2,300	See next column	39-month agreement negotiated 12/81 provided wage and benefit provisions similar to Maintenance of Way Employees' agreement described above; see CWD Jan. 1981.
RCA Global Communications, Inc. Various locations Teamsters (Ind.)—1,000	9.5 percent 12/1/81	Deferred increase negotiated 12/80 (CWD Mar. 1981).
Boston Gas Co. (physical and clerical employees) Boston, Mass. Steelworkers—1,000	9.5 percent 1/25/82	Deferred increase negotiated 1/26/81 (CWD Apr. 1981).
Columbia Gas Transmission Corp. West Virginia and Kentucky Oil, Chemical and Atomic Workers—1,100	9 percent 12/1/81	Deferred increase negotiated 12/80 (CWD Feb. 1981).
Ohio Edison Co. Ohio Utility Workers—1,950	3 percent 1/1/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD July 1981.
General Telephone Co. of Ohio Marion, Ohio Communications Workers—2,600	3 percent	Deferred increase negotiated 7/19/81 (CWD Oct. 1981).
Northern Indiana Public Service Co. Hammond, Ind. Steelworkers—4,200	18 cents 10/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Chicago Transit Authority Chicago, Ill. Amalgamated Transit Union—12,000	13 cents 12/7/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Michigan Consolidated Gas Co. (Detroit and Ann Arbor) Michigan Service Employees—1,300	51 cents 12/81	Increase includes 40 cents deferred increase negotiated 12/79 (CWD Jan. 1980) and 11 cents automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
General Telephone Co. of Wisconsin Communications Workers—1,500	2.5 percent 1/1/82	Deferred increase negotiated 1/81 (CWD May 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
THANSPORTATION AND PUBLIC UTILITIES—Continued		
Pacific Gas and Electric Co. Northern and Central Calif. Electrical Workers (IBEW)—13,850	See next column 1/1/82	3 percent deferred increase negotiated 5/80 and 89 cents automatic annual cost-of-living adjustment; see CWD Apr. 1981.
WHOLESALE AND RETAIL TRADE		
Bradlees Mercantile, Div. of Stop and Shop Companies, Inc. Eastern and Western Mass., Maine, Conn., and N.H. United Food and Commercial Workers—4,000	30 cents 1/1/82	Deferred increase negotiated 7/16/79; 3-year agreement previously provided 50 cents wage increase on 7/16/79, 25 cents 1/1/80 and 30 cents 1/1/81; see CWD Oct. 1979.
New York City drug stores New York, N.Y., area Retail, Wholesale and Department Stores—4,000	6 percent 1/3/82	Deferred increase negotiated 9/80; 3-year agreement previously provided 6 percent wage increase on 9/28/80 and 6 percent on 11/30/80; see CWD Sept. 1979.
Independent liquor stores New York, N.Y. Distillery Workers—1,000	25 cents 1/1/82	Deferred increase negotiated 12/31/79; 3-year agreement previously provided 23 cents wage increase on 1/1/80 and 31.3 cents on 1/1/81; see CWD Jan. 1979.
Korvettes New York, N.Y., area United Food and Commercial Workers—3,500	25 cents 1/1/82	Deferred increase negotiated 8/1/79; 3-year agreement previously provided 27.5 cents wage increase on 8/1/79, 12.5 cents on 1/1/80 and 25 cents on 1/1/81; see CWD Feb. 1979.
Produce Trade Assn. New York, N.Y., area Teamsters (Ind.)—1,000	47.5 cents 1/15/82	Deferred increase under 3-year agreement negotiated 1/15/80 which previously provided 62.5 cents on 1/15/80 and 40 cents 1/15/81; see CWD Jan. 1979.
Restaurant League of New York, Inc., Bronx, Manhattan, and Long Island Delicatessen Dealers Assn., Inc., and independent restaurants New York City, N.Y. Hotel and Restaurant Employees—3,000	See next column	3-year agreement negotiated 11/12/81 provided: $10 week wage increase for waiters and waitresses on 10/31/81, 10/31/82 and 10/31/83, dining room captains receive $12 week each year, bartenders $20 week each year, kitchen employees $20 week, $21 and $22, and nonskilled $16 week, $17 and $18; 11th paid holiday; funeral leave established; jury duty established; 4 weeks of vacation after 12 years of service (was 15); see CWD Nov. 1980.
Associated Liquor Wholesalers of Metropolitan New York New York, N.Y. Distillery Workers—1,000	$30 week for clerks—$40 week for warehouse workers 11/1/81	3-year agreement negotiated 11/81 also provided: $20 week and $30 week on 11/1/82 and 11/1/83; $31.88 month company payment to health and welfare plan (was $24.20), increasing to $36.88 in 2d year and to $41.88 in 3d; 8th personal holiday, effective 1982; $105 month company payment to pension fund (was $100); see CWD Nov. 1980.
Acme Markets Inc. Northern New Jersey United Food and Commercial Workers—2,400	See next column 10/10/81	3-year agreement negotiated 11/20/81 provided: $35 week wage increase for meat cutters, and $30 week for clerks on 10/10/81, $21 and $20, respectively, on 10/9/82, and both classifications receive $10 in 4/83, $20 in 10/10/83 and $10 in 4/84; $81 month company payment to pension fund (was $70); 5 cents an hour company payment for severance pay, increasing to 10 cents in 2d year and to 15 cents in 3d; see CWD Nov. 1979.
Acme Food Stores Philadelphia, Pa., area United Food and Commercial Workers—3,200	6 percent 1/17/82	Deferred increase negotiated 1/18/81; 3-year agreement previously provided 8 percent wage increase on 1/18/81 and 6 percent on 1/18/83; see CWD Jan. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Kroger, Safeway, J. Weingarten, and Eagle (Lucky Stores) Houston and Gulf Coast area, Tex. United Food and Commercial Workers—10,000	60 cents 1/4/82	Deferred increase negotiated 2/81 (CWD Apr. 1981).
Colonial and Kroger stores Georgia United Food and Commercial Workers—3,000	25 cents 1/22/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
Kroger, Safeway and Weingarten food stores Arkansas United Food and Commercial Workers—3,500	60 cents 1/4/82	Deferred increase negotiated 2/81 (CWD Aug. 1981).
A.J. Bayless, El Rancho, Food Giant, Fry's Lucky Stores, and Safeway food stores Tucson, Ariz. United Food and Commercial Workers—1,900	50 cents 1/1/82	Deferred increase under 3-year agreement negotiated 2/15/81 which previously provided 78 cents on 12/31/80, 25 cents on 1/1/83 and 25 cents on 6/1/83; see CWD Aug. 1980.
Automobile repair and maintenance industry San Mateo and Northern Santa Clara counties, Calif. Machinist—1,000	60 cents 1/16/82	Deferred increase negotiated 7/80 (CWD Jan. 1980).
SERVICES		
Teachers Memphis, Tenn. Memphis Education Association—5,700	7 percent retroactive to 7/1/81	3-year agreement negotiated 12/2/81 also provided: 7.5 percent wage increase effective 7/1/82 and 8 percent on 7/1/83; school board to pay 80 percent of teachers' group insurance (was 75 percent) effective 1/1/82, increasing to 85 percent 1/1/83 and 90 percent on 1/1/84; life insurance increased to twice salary (was one-and-one-half times salary); first listing.
Teachers Tampa, Fla. Hillsborough Classroom Teachers Assn., Inc.—7,800	10½ percent retroactive to 7/1/81	1-year agreement negotiated 11/81 under wage reopener provision of 1979 contract; first listing.
Teacher aides Milwaukee, Wis. Milwaukee Teacher Education Association—1,500	8.5 percent 1/1/82	Deferred increase negotiated 6/80 (CWD Nov. 1980); see CWD May 1981.
Teachers San Diego, Calif. San Diego Teachers Association—6,200	5 percent retroactive to 7/1/81	2-year agreement negotiated 11/81 also provided: 5 percent increase effective 7/1/82; see CWD June 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION		
White collar workers Erie County, N.Y. Civil Service Employees Association—4,000	6 percent 1/1/82	Deferred increase 8/81 (CWD Sept. 1981).
Blue collar workers Erie County, N.Y. State, County, and Municipal Employees—2,400	6 percent 1/1/82	Deferred increase negotiated 8/81 (CWD Sept. 1981).
Police officers Suffolk County, N.Y. Patrolmen's Benevolent Association—2,500	7.5 percent 11/1/82	Deferred increase negotiated 4/81 (CWD July 1981).
State employees New Jersey Communications Workers—34,400	4 percent 1/1/82	Deferred increase negotiated 10/81 (CWD Dec. 1981).
State health care and rehabilitation services services workers New Jersey State, County, and Municipal Employees—10,000	4 percent 1/1/82	Deferred increase negotiated 8/81 (CWD Sept. 1981).
Pennsylvania Turnpike Commission (toll collectors, maintenance workers, and engineers) Pennsylvania Teamsters (Ind.)—1,400	65 cents 1/1/82	Deferred increase negotiated 3/81 (CWD June 1981).
City employees (white collar) Baltimore, Md. Classified Municipal Employees Association—9,700	1 percent 1/1/82	Deferred increase negotiated 6/80 (CWD Feb. 1981); see CWD July 1981.
City employees (blue collar) Baltimore, Md. State, County, and Municipal Employees—9,000	1 percent 1/1/82	Deferred increase negotiated 6/80 (CWD Feb. 1981); see CWD July 1981.
Police officers Cleveland, Ohio Cleveland Police Protective Association—1,500	10.6 percent 1/1/82	Deferred increase negotiated 5/81 (CWD July 1981).
State employees (security and public safety) Wisconsin State, County, and Municipal Employees—2,800	See next column retroactive to 7/1/81	2-year agreement negotiated 12/20/81 also provided terms similar to blue collar unit agreement described below; see CWD Dec. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (technical) Wisconsin State, County, and Municipal Employees—4,800	7 percent or 48 cents, whichever is greater retroactive to 7/1/81	2-year agreement negotiated 12/20/81 also provided: additional one half step "regular" progression increase; 40 cents hour weekend work differential (was 20); 8 percent or 56 cents, whichever is greater (with no progression increases) effective 7/1/82; see CWD Dec. 1980.
State employees (clerical and related Wisconsin State, County, and Municipal Employees—8,600	7 percent or 48 cents, whichever is greater retroactive to 7/1/81	2-year agreement negotiated 12/20/81 also provided: additional one-half step "regular" progression increase up to maximum in range; 40 cents hour weekend work shift differential (was 20); 7 percent or 52 cents, whichever is greater plus one-half step "regular" progression increase effective 7/1/82; see CWD Dec. 1980.
State employees (social services) Wisconsin State, County, and Municipal Employees—2,100	See next column retroactive to 7/1/81	2-year agreement negotiated 12/20/81 provided terms similar to clerical unit agreement; see CWD Dec. 1980.
State Nurses Wisconsin United Professionals for Quality Health Care (Ind.)—1,000	8 percent retroactive to 7/1/81	2-year agreement negotiated 12/20/81 also provided: additional step increases to Registered Nurses depending on seniority; 6 percent plus ½ step increase to R.N.s, depending of senority, effective 7/1/82; see CWD Dec. 1980.
State employees (engineers and technicians) Wisconsin State Employees Association (Ind.)—1,000	8 percent retroactive to 7/1/81	2-year agreement negotiated 12/20/81 also provided: 7¼ percent plus one-half of regular progression step (guaranteed minimum of $135 month combined increase, provided the maximum step has not been reached) effective 7/1/82; see CWD Dec. 1980.
State employees (blue collar) Wisconsin State, County, and Municipal Employees—5,000	7 percent or 48 cents, whichever is greater retroactive to 7/1/81	2-year agreement negotiated 12/20/81 also provided: additional one-half step increase for employees with two or more years' service (no maximum limit on progression); 40 cents hour weekend work differential (was 20 cents); 7 percent or 52 cents, whichever is greater, plus one-half step increase effective 7/1/82; see CWD Dec. 1980.
County employees Hennepin County, Minn. American Federation of State and Municipal Employees, District 3—2,700	9 percent 1/82	Deferred increase negotiated 4/81 (CWD May 1981).
State employees Oregon Oregon State Employees Assn. 20,000	2 percent 1/1/82	Deferred increase negotiated 7/81 (CWD Dec. 1981).
State employees (blue collar workers) Alaska Laborers International Union, Public Employees Local 71—1,300	7.9 percent 1/1/82	Deferred increase negotiated 7/81; agreement also provided for an 8.8 percent increase retroactive to 1/1/81; first listing.

Strikes or Lockouts

[Actions involving at least 6 workers and 1 full day or shift]

Month and year	Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time
1947	3,693	....	2,170	....	34,600	.30
1948	3,419	....	1,960	....	34,100	.28
1949	3,606	....	3,030	....	50,500	.44
1950	4,843	....	2,410	....	38,800	.33
1951	4,737	....	2,220	....	22,900	.18
1952	5,117	....	3,540	....	59,100	.48
1953	5,091	....	2,400	....	28,300	.22
1954	3,468	....	1,530	....	22,600	.18
1955	4,320	....	2,650	....	28,200	.22
1956	3,825	....	1,900	....	33,100	.24
1957	3,673	....	1,390	....	16,500	.12
1958	3,694	....	2,060	....	23,900	.18
1959	3,708	....	1,880	....	69,000	.50
1960	3,333	....	1,320	....	19,100	.14
1961	3,367	....	1,450	....	16,300	.11
1962	3,614	....	1,230	....	18,600	.13
1963	3,362	....	941	....	16,100	.11
1964	3,655	....	1,640	....	22,900	.15
1965	3,963	....	1,550	....	23,300	.15
1966	4,405	....	1,960	....	25,400	.15
1967	4,595	....	2,870	....	42,100	.25
1968	5,045	....	2,649	....	49,018	.28
1969	5,700	....	2,481	....	42,869	.24
1970	5,716	....	3,305	....	66,414	.37
1971	5,138	....	3,280	....	47,589	.26
1972	5,010	....	1,714	....	27,066	.15
1973	5,353	....	2,251	....	27,948	.14
1974	6,074	....	2,778	....	47,991	.24
1975	5,031	....	1,746	....	31,237	.16
1976	5,648	....	2,420	....	37,859	.19
1977	5,506	....	2,040	....	35,822	.17
1978	4,230	....	1,623	....	36,922	.17
1979	4,827	....	1,727	....	34,754	.15
1980: October	349	722	90	224	2,530	.12
November	205	532	53	128	1,440	.09
December	90	380	19	77	1,228	.06
1981 p: January	253	297	50	68	614	.03
February	347	517	90	136	647	.04
March	314	545	271	336	1,419	.07
April	371	560	101	273	6,117	.25
May	473	686	152	383	6,887	.31
June	421	662	188	486	3,891	.19
July	391	658	127	190	2,015	.10
August	310	596	72	148	1,775	.09
September	358	565	47	109	1,486	.07
October	231	517	25	63	1,182	.06

Major Agreements Expiring in February

Employer and location	Industry	Union[1]	Number of workers
Anheuser-Busch, Inc. (St. Louis, Mo.)	Food products	Teamsters (Ind.)	1,800
Campbell Soup Co. (Camden, N.J.)	Food products	Food and Commercial Workers	1,300
Central Telephone Co. of Florida	Communication	Electrical Workers (IBEW)	1,050
Cessna Aircraft Co. (Hutchinson, Kans.)	Machinery	Machinists	2,100
Eugene Area Food Agreement (Oregon)[2]	Retail trade	Food and Commercial Workers	1,000
Health Manpower Management, Inc. (Minnesota)	Hospitals	Service Employees	5,000
Kroger Co. (Columbus, Ohio)	Retail trade	Food and Commercial Workers	4,150
Ladish Co. (Cudahy, Wis.)	Primary metals	Machinists	2,000
Marine Towing & Transportation Employers' Association (New Jersey and New York)	Water transportation	Longshoremen's Association	2,000
MTL, Inc. (Honolulu, Hawaii)	Transit	Teamsters (Ind.)	1,200
National Airlines, Inc. (Interstate)[3]	Air Transportation	Transit Union	1,200
Regional Transportation District (Denver, Colo.)	Transit	Transit Union	1,500
Retail Apparel Merchants Association (New York)	Retail trade	Clothing and Textile Workers	2,500
Rockwell International Corp. (Newport Beach, Calif.)	Electrical products	Electrical Workers (IBEW)	1,200
Rockwell International Corp., Collins Radio Group (Dallas, Tex.)	Electrical products	Electrical Workers (IUE)	2,500
Rockwell International Corp., Radio Group (Cedar Rapids, Iowa)	Electrical products	Electrical Workers (IBEW)	5,200
San Diego Gas & Electric Co. (California)	Utilities	Electrical Workers (IBEW)	2,400
Screen Actors Guild 1975 Commercial Contract (Interstate)[2]	Motion pictures	Actors	39,000
Walt Disney Productions Disneyland (Anaheim, Calif.)	Amusements	Service Employees; Food and Commercial Workers; Hotel and Restaurant Employees; Bakery, Confectionary and Tobacco Workers; and Teamsters (Ind.)	1,800
	Government activity	Union or employee organization	
Louisiana Charity Hospital	Hospitals	American Federation of State, County and Municipal Employees	3,000

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[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

[3] Information is from newspaper report.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The data measure quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplementary benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, three-month wage and salary changes are available beginning in December 1975 for most of the 35 current series. Compensation data for 6 major industry and occupation groups begin March 1980. Wage and salary and compensation changes start in September 1981 for the various civilian nonfarm and State and local government series. Twelve-month changes are published when four quarters of data become available for each series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage-rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980
In dollars									
Average hourly earnings, private nonfarm sector:[1]									
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89
Average weekly earnings, private nonfarm sector:[1]									
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.30	235.1
1977 dollars	198.41	198.35	190.12	184.16	186.65	189.00	189.31	183.41	172.74
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]									
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.35	206.40
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65
Indexes									
Average hourly compensation:									
All persons, private business sector:									
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.4
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	96.6
All employees, nonfarm business sector:									
Current dollars (1977 = 100)	66.7	71.8	78.5	86.0	92.9	100.0	108.4	118.8	130.5
1977 dollars	96.6	97.9	96.4	96.8	98.9	100.0	100.7	99.2	96.0
Hourly Earnings Index:[1]									
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1980	1981											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.p	Dec.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$6.94	$7.03	$7.06	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45
1977 dollars	4.87	4.89	4.86	4.86	4.85	4.84	4.82	4.78	4.79	4.81	4.81	4.83	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	247.06	246.75	247.10	249.92	250.98	252.38	254.88	257.74	259.86	259.00	260.44	261.00	262.24
1977 dollars	173.38	171.83	170.18	171.06	170.73	170.18	170.49	170.35	170.64	168.40	169.01	169.00	169.73
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	215.47	213.96	214.22	216.34	217.14	218.20	220.08	222.24	223.85	223.19	225.23	225.73	226.60
1977 dollars	151.21	149.00	147.53	148.08	147.71	147.13	147.21	146.89	146.98	145.12	146.16	146.10	146.67
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	132.6	134.4	135.3	135.8	136.8	137.5	138.0	138.8	140.1	141.8	142.1	143.2	143.4
1977 dollars	93.1	93.6	93.2	93.0	93.0	92.7	92.3	91.8	92.0	92.2	92.2	92.7	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$6.94	$6.99	$7.04	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.44	$7.45
1977 dollars	4.85	4.85	4.84	4.84	4.86	4.85	4.86	4.82	4.84	4.80	4.79	4.80	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	244.98	246.75	247.81	250.28	252.76	253.45	254.50	256.28	258.37	257.21	258.65	260.40	260.01
1977 dollars	171.19	171.12	170.20	170.96	172.06	171.37	170.92	170.35	170.20	167.45	167.74	168.00	167.75
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	213.90	213.98	214.75	216.62	218.48	219.00	219.80	221.14	222.71	221.84	223.03	225.20	224.90
1977 dollars	149.48	148.38	147.49	147.96	148.73	148.07	147.62	146.74	146.71	144.43	145.18	145.29	145.10
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	–	–	139.7	–	–	143.2	–	–	146.4	–	–	–	–
1977 dollars	–	–	96.1	–	–	96.8	–	–	96.3	–	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	138.8	–	–	142.0	–	–	145.3	–	–	–	–
1977 dollars	–	–	95.5	–	–	96.0	–	–	95.5	–	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	132.6	133.8	135.0	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.3
1977 dollars	92.7	92.8	92.7	92.8	93.0	93.1	92.9	92.2	92.7	92.1	92.0	92.4	*

[1] Production and nonsupervisory workers.

p = preliminary.

* Not available.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980
In dollars									
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.92
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.78
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85
Indexes, 1977 = 100									
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.1
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.8
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4
Trancportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.3
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8
Wholesale trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1980	1981											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.p	Dec.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$6.94	$7.03	$7.06	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45
Mining	9.57	9.77	9.86	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.44	10.42
Contract construction	10.33	10.42	10.41	10.44	10.43	10.53	10.60	10.74	10.87	11.02	11.10	11.11	11.16
Manufacturing	7.70	7.73	7.75	7.80	7.86	7.92	7.97	8.02	8.02	8.15	8.15	8.19	8.26
Transportation and public utilities	9.30	9.33	9.45	9.42	9.54	9.59	9.63	9.69	9.89	9.97	9.96	10.06	10.08
Wholesale and retail trade	5.62	5.80	5.84	5.85	5.87	5.89	5.89	5.91	5.94	6.04	6.00	6.03	6.00
Finance, insurance, and real estate	6.00	6.10	6.21	6.19	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.52	6.48
Services	6.12	6.21	6.27	6.29	6.30	6.33	6.33	6.34	6.41	6.51	6.57	6.66	6.66
Wage rates, hired farm labor (quarterly data)[2]	–	4.36	–	–	4.09	–	–	(²)	–	–	(²)	–	–
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	132.6	134.4	135.3	135.8	136.8	137.5	138.0	138.8	140.1	141.3	142.1	143.2	143.4
Mining	139.8	142.1	143.2	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.6	153.1
Contract construction	126.4	127.0	126.6	127.3	127.7	129.1	130.0	131.9	133.3	135.2	136.0	135.8	135.9
Manufacturing	135.9	136.9	137.6	138.5	139.8	140.5	141.4	142.4	143.0	144.8	145.5	146.5	147.4
Transportation and public utilities	133.4	134.1	136.7	135.3	137.0	137.9	138.1	138.6	141.7	143.1	143.1	144.6	144.9
Wholesale and retail trade	131.6	134.8	135.6	136.2	137.0	137.4	137.5	138.3	139.3	141.2	140.2	140.9	140.7
Wholesale trade	133.9	135.4	136.5	137.4	138.3	138.9	138.9	140.4	141.8	142.7	143.4	144.4	144.7
Retail trade	130.4	134.4	135.1	135.6	136.6	136.7	137.3	137.9	137.9	140.3	138.5	139.1	138.5
Finance, insurance, and real estate	131.6	133.9	136.2	135.9	135.9	136.7	136.8	137.6	130.7	139.9	140.7	142.7	142.0
Services	130.8	132.9	134.2	134.6	135.1	136.0	136.1	136.6	138.0	139.8	140.7	142.3	142.2
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$6.94	$6.99	$7.04	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.44	$7.45
Mining[3]	9.57	9.77	9.86	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.44	10.42
Contract construction	10.30	10.39	10.44	10.49	10.52	10.57	10.69	10.77	10.85	10.88	11.01	11.08	11.13
Manufacturing	7.63	7.69	7.74	7.80	7.90	7.95	7.99	8.02	8.08	8.14	8.15	8.17	8.19
Transportation and public utilities	9.26	9.33	9.44	9.48	9.57	9.67	9.74	9.71	9.88	9.88	9.89	9.98	10.03
Wholesale and retail trade	5.69	5.72	5.78	5.81	5.84	5.89	5.91	5.93	5.99	6.05	6.02	6.05	6.07
Finance, insurance, and real estate[3]	6.00	6.10	6.21	6.19	6.20	6.24	6.24	6.27	6.41	6.39	6.43	6.55	6.49
Services	6.11	6.15	6.20	6.24	6.27	6.32	6.38	6.42	6.51	6.52	6.58	6.63	6.65
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	132.6	133.6	135.0	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.3
Mining[3]	139.8	142.1	143.2	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.6	153.1
Contract construction	126.2	127.6	128.0	128.6	129.0	129.4	130.4	131.8	132.5	132.9	134.3	135.3	135.8
Manufacturing	135.4	136.5	137.5	138.5	139.9	140.7	141.6	142.5	143.6	144.8	145.5	146.4	146.9
Transportation and public utilities	132.8	133.7	135.4	136.1	137.3	138.9	139.8	139.3	141.8	141.7	142.0	143.9	144.2
Wholesale and retail trade	132.1	133.7	135.0	135.8	136.4	137.4	137.8	138.4	140.0	141.2	140.5	141.5	141.4
Wholesale trade	133.3	135.0	136.4	137.4	138.0	139.4	139.5	140.5	142.7	142.4	143.3	144.4	144.0
Retail trade	131.9	133.1	134.9	135.6	136.4	136.8	137.3	136.6	136.6	140.5	139.0	139.9	140.1
Finance, insurance, and real estate	137.9	133.2	135.0	136.0	135.4	136.8	137.1	137.4	140.4	140.3	140.9	143.3	142.3
Services	131.1	132.0	133.2	134.0	134.8	136.0	136.6	136.9	139.4	139.8	140.7	142.5	142.5

[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979				1980				1981			
	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:												
All persons, private business sector	9.5	10.3	10.3	10.1	10.4	9.9	10.1	10.3	10.5	10.1	10.0	–
All employees, nonfarm business sector:												
Current dollars	9.2	9.8	9.8	9.8	9.6	9.8	9.9	10.1	10.4	9.9	10.1	–
1977 dollars	-.8	-.8	-1.7	-2.8	-4.1	-4.0	-2.6	-2.2	-.8	-.2	-.6	–
Average hourly earnings, private nonfarm economy[1]	9.0	8.0	8.3	7.7	7.6	8.2	7.9	8.9	9.2	9.1	9.1	7.8
Mining[2]	19.0	11.3	8.6	8.1	8.0	7.1	7.6	9.1	10.5	7.3	10.9	9.6
Contract construction	7.7	7.1	7.0	6.9	6.3	6.8	7.1	7.9	8.8	8.0	8.3	8.3
Manufacturing	9.0	8.9	7.6	7.6	7.4	7.9	8.9	10.2	10.6	10.9	9.9	7.9
Transportation and public utilities	7.2	8.4	8.7	8.8	8.5	9.8	7.8	9.0	9.7	10.0	10.1	8.4
Wholesale and retail trade	9.2	8.7	8.2	7.7	7.8	8.1	8.5	8.7	8.5	8.4	8.2	7.0
Finance, insurance, and real estate[3]	8.1	7.4	7.8	7.8	9.1	9.8	9.6	10.3	9.9	9.0	9.0	8.3
Services	7.2	6.8	7.6	7.9	8.4	9.6	9.1	9.5	9.7	9.2	9.8	9.2
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.3	7.9	8.0	8.0	8.3	9.0	9.1	9.6	9.8	9.4	9.2	8.3
1977 dollars	-1.5	-2.7	-3.6	-4.3	-5.3	-4.7	-3.2	-2.6	-1.3	-.4	-1.4	–
Mining[2]	15.5	11.1	8.9	8.6	8.9	8.5	8.9	10.1	11.0	9.8	10.8	9.9
Contract construction	7.5	7.0	6.8	6.7	6.1	6.6	6.8	7.6	8.6	7.6	8.0	7.8
Manufacturing	8.5	8.9	8.7	8.7	9.0	9.6	10.7	10.9	10.8	10.2	9.4	8.8
Transportation and public utilities	7.4	6.5	8.6	8.9	8.7	10.0	8.1	9.4	9.8	10.2	10.1	8.5
Wholesale and retail trade	9.1	8.4	7.9	7.5	7.8	8.2	8.6	8.8	8.7	8.6	8.3	7.1
Wholesale trade	9.5	9.1	8.3	8.1	8.8	9.0	8.7	8.6	8.7	8.6	9.0	8.5
Retail trade	8.6	8.0	7.7	7.2	7.3	7.7	8.5	8.8	8.7	8.5	7.9	6.3
Finance, insurance, and real estate	8.1	7.5	7.9	7.6	9.0	9.6	9.3	10.1	9.8	8.6	8.8	8.2
Services	7.3	6.7	7.1	7.7	8.1	9.3	9.0	9.5	9.8	9.3	9.8	9.1
Wage rates, hired farm labor[2]	13.0	11.4	8.6	3.6	9.7	5.4	11.5	8.5	(3)	(3)	(3)	(3)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	9.0	6.9	7.8	7.0	6.8	7.0	6.3	8.0	8.9	9.3	8.9	6.8
1977 dollars	-.8	-3.6	-3.8	-5.2	-6.5	-6.4	-5.7	-4.1	-2.1	-.4	-1.7	-2.3
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-1.2	-3.6	-3.9	-5.2	-7.3	-7.2	-6.5	-5.1	-3.8	-2.2	-3.3	-3.3

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued beginning in 1982.

p = preliminary.

Table 8. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979				1980				1981			
	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:												
All persons, private business sector	11.6	11.3	8.9	8.6	10.7	12.3	9.5	8.6	11.8	10.4	9.2	–
All employees, nonfarm business sector:												
Current dollars	10.8	10.0	8.6	9.3	10.0	11.5	9.1	9.7	11.5	9.5	9.6	–
1977 dollars	.3	-1.8	-4.7	-4.3	-5.6	-1.5	1.2	-2.8	.1	2.3	-2.1	–
Average hourly earnings, private nonfarm economy[1]	8.2	6.6	9.3	6.8	7.8	8.8	8.1	10.9	9.0	8.4	8.0	5.8
Mining[2]	10.5	13.6	1.4	7.1	10.4	9.6	3.4	13.4	15.6	-2.4	18.7	4.1
Contract construction	7.4	6.8	7.3	6.0	5.2	9.3	8.0	9.1	8.9	6.0	9.4	9.2
Manufacturing	8.8	7.8	7.2	6.9	8.0	9.7	11.0	12.3	9.5	10.9	6.9	4.5
Transportation and public utilities	8.7	4.3	14.9	7.6	7.5	9.3	6.7	12.7	10.1	10.7	6.9	6.0
Wholesale and retail trade	8.8	6.9	7.1	7.8	9.3	8.3	8.6	8.7	8.5	7.8	7.7	3.8
Finance, insurance, and real estate[2]	9.6	5.0	8.5	8.0	15.1	7.8	7.7	11.0	13.3	3.9	7.0	8.7
Services	6.9	5.5	9.9	9.4	8.7	10.3	8.1	11.0	9.3	8.4	10.5	8.7
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.1	7.1	8.5	8.4	9.1	10.0	9.1	10.4	9.6	8.3	8.3	7.1
1977 dollars	-2.4	-5.1	-4.9	-4.8	-8.3	-2.6	1.2	-2.6	-1.3	1.2	-3.0	–
Mining[2]	8.0	15.6	5.0	6.0	9.3	13.9	6.4	10.8	12.9	8.9	10.6	7.4
Contract construction	7.5	6.8	6.6	6.1	5.1	8.8	7.4	9.1	9.2	4.9	8.9	8.5
Manufacturing	9.0	9.1	7.9	8.8	10.0	11.8	12.0	9.9	9.3	9.7	8.5	7.5
Transportation and public utilities	8.5	4.4	14.8	8.3	7.7	9.3	7.0	13.5	9.4	11.0	6.8	7.0
Wholesale and retail trade	8.6	6.4	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	3.7
Wholesale trade	7.9	7.9	8.1	8.4	11.0	8.6	7.0	8.0	11.3	8.1	8.7	5.8
Retail trade	8.9	5.7	6.8	7.6	9.0	7.4	10.1	8.8	8.7	6.6	7.5	2.8
Finance, insurance, and real estate[2]	6.7	7.1	9.7	7.1	12.1	9.5	8.5	10.5	10.6	5.1	9.0	8.1
Services	7.0	5.5	8.3	10.0	8.5	10.4	7.0	12.2	9.8	8.5	8.8	9.5
Wage rates, hired farm labor[3]	4.5	-22.8	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	([5])	([5])	–
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	5.8	6.2	10.9	5.2	5.0	7.1	7.7	12.2	8.6	8.8	6.0	3.8
1977 dollars	-4.5	-5.9	-2.7	-7.6	-9.8	-5.1	([4])	-1.0	-2.2	1.6	-5.1	-3.3
Real spendable earnings (workers and 3 dependents, 1977 dollars)	-1.7	-6.5	-4.0	-8.3	-10.4	-6.1	-1.0	-2.5	-5.6	.5	-5.8	-2.1

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Less than -0.05 percent.

p = preliminary.

[5] Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980	1981											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.p	Dec.p
Average hourly earnings, private nonfarm economy[1]	8.8	9.4	9.3	8.9	9.2	9.3	8.9	9.0	9.2	9.0	8.2	7.8	7.3
Mining[2]	9.5	10.3	10.9	10.2	6.7	6.7	8.0	11.7	11.7	10.6	9.8	10.0	8.9
Contract construction	8.0	10.1	8.4	8.0	7.8	7.9	8.3	8.5	8.3	8.3	8.5	8.5	8.1
Manufacturing	10.2	10.8	10.7	10.3	11.1	11.0	10.7	10.0	9.8	9.8	8.8	7.6	7.3
Transportation and public utilities	8.9	9.4	10.3	9.3	9.6	10.1	10.3	9.1	10.6	10.5	8.4	8.5	8.3
Wholesale and retail trade	8.6	8.3	9.1	8.2	8.3	8.7	8.2	7.8	8.1	8.6	7.3	6.9	6.7
Finance, insurance, and real estate[2]	9.5	10.1	10.7	9.0	9.2	9.5	8.1	8.7	9.9	8.5	8.6	8.3	8.0
Services	9.1	9.8	9.9	9.3	9.4	9.3	8.9	9.6	10.2	9.6	9.7	9.2	8.8
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	9.3	10.0	10.0	9.5	9.6	9.5	9.0	8.9	9.3	9.3	8.6	8.4	8.1
1977 dollars	-2.6	-1.6	-1.3	-.9	-.3	-.3	-.5	-1.7	-1.3	-1.3	-1.3	-1.3	-.9
Mining	10.2	10.9	11.2	10.8	9.8	9.6	9.8	10.9	10.7	10.9	10.0	10.3	9.5
Contract construction	7.6	9.9	8.1	7.8	7.6	7.8	7.7	8.2	7.8	7.9	7.9	8.1	7.5
Manufacturing	10.7	11.1	10.7	10.5	10.7	10.3	9.7	9.3	9.4	9.4	9.0	8.8	8.5
Transportation and public utilities	9.2	9.6	10.3	9.5	9.9	10.3	10.3	9.1	10.7	10.5	8.5	8.6	8.8
Wholesale and retail trade	8.4	8.7	9.0	8.6	8.8	8.7	8.1	7.9	8.3	8.7	7.5	6.9	6.9
Wholesale trade	8.0	8.7	8.9	8.6	8.8	9.0	8.0	8.6	9.5	8.9	9.1	8.3	8.0
Retail trade	8.6	8.6	9.1	8.7	8.9	8.6	8.2	7.5	7.7	8.5	6.6	6.2	6.2
Finance, insurance, and real estate	9.2	10.0	10.5	8.8	8.8	9.2	8.0	8.5	9.2	8.6	8.4	8.2	7.9
Services	9.1	9.9	10.1	9.5	9.6	9.6	8.8	9.5	10.1	9.8	9.5	9.2	8.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	7.9	9.1	8.7	6.9	9.5	9.6	8.9	9.6	9.2	7.8	7.3	6.9	6.1
1977 dollars	-4.1	-2.4	-2.4	-1.5	-.4	-.2	-.6	-1.1	-1.4	-2.7	-2.5	-2.3	-2.0
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-5.0	-4.1	-4.1	-3.2	-2.2	-2.0	-2.3	-2.8	-3.1	-4.2	-3.6	-3.3	-2.9

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980	1981											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.p	Dec.p
Average hourly earnings, private nonfarm economy[1]	19.2	10.2	9.8	10.0	9.3	8.3	8.5	7.9	8.7	8.1	7.1	7.4	6.2
Mining[2]	9.4	16.0	15.9	11.9	7.4	4.0	6.6	7.1	7.6	9.1	12.3	16.3	9.9
Contract construction	8.9	9.5	8.6	8.9	7.4	7.2	7.7	7.4	8.0	7.6	9.5	9.9	8.4
Manufacturing	11.7	11.3	10.6	10.8	11.2	9.7	9.7	8.8	9.0	8.9	6.4	5.6	5.1
Transportation and public utilities	10.0	9.9	11.7	12.4	10.1	10.5	10.6	8.3	9.5	8.6	6.8	6.5	6.0
Wholesale and retail trade	8.6	8.2	8.9	8.8	8.4	8.3	7.9	7.5	7.4	8.4	6.3	5.5	5.5
Finance, insurance, and real estate[2]	8.1	11.8	13.5	11.2	10.1	7.4	8.1	5.6	5.2	6.2	7.2	9.2	7.8
Services	8.7	10.1	10.4	9.2	8.4	9.0	9.0	9.0	10.3	9.2	10.1	10.1	8.6
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	9.1	9.9	9.9	10.2	9.5	8.6	8.9	7.9	8.7	8.5	7.7	8.1	7.3
1977 dollars	-1.6	-2.2	-2.5	-1.1	-.4	-.4	.6	-1.2	(3)	-1.5	-1.5	-2.2	-1.5
Mining[2]	8.8	11.9	12.6	11.1	12.4	9.5	10.9	9.8	8.8	10.7	7.7	11.2	8.1
Contract construction	8.8	9.8	8.6	9.1	7.4	6.9	6.7	6.7	7.1	6.8	8.5	9.2	8.4
Manufacturing	10.1	9.6	9.8	9.6	9.9	9.4	9.3	9.0	9.1	9.3	8.1	8.2	7.7
Transportation and public utilities	9.7	9.6	11.9	12.9	10.0	9.7	10.8	8.6	9.7	8.3	6.9	7.3	8.4
Wholesale and retail trade	7.9	8.7	9.1	9.3	8.9	7.9	8.3	7.1	7.5	8.1	6.1	6.0	5.4
Wholesale trade	6.5	8.9	9.4	10.5	10.4	9.2	9.5	8.3	9.5	7.4	7.8	7.4	6.6
Retail trade	8.7	8.6	8.9	8.6	8.1	7.2	7.7	6.4	6.4	8.4	5.1	5.2	4.7
Finance, insurance, and real estate	7.8	10.6	10.1	10.9	8.6	6.8	8.1	6.4	8.2	6.4	8.3	9.6	7.7
Services	9.0	11.5	10.7	10.8	10.1	8.6	8.7	7.5	9.5	8.8	8.9	9.7	8.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.9	11.4	9.8	10.0	9.9	8.3	7.9	7.9	8.7	5.6	4.7	5.6	4.4
1977 dollars	-.9	-.9	-2.7	-1.3	(4)	-.6	-.3	-1.2	(4)	-4.1	-5.0	-3.9	-3.7
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-2.1	-3.5	-5.0	-3.7	-2.4	-2.8	-2.5	-2.2	-1.1	-4.7	-4.7	-3.7	-3.4

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05 percent.

[4] No change.

p = preliminary.

* Not available.

Table 9. Rates of compensation and wage and salary change in the Employment Cost Index, from preceding quarter

Measure	Percent changes for 3 months ended	
	III quarter 1981	
	Compensation	Wages and salaries
Civilian nonfarm economy[1]	2.6	2.5
Workers, by occupational group:		
White-collar workers	2.7	2.6
Blue-collar workers	2.3	2.4
Service workers	2.8	2.5
Workers, by industry division:		
Manufacturing	2.1	2.1
Nonmanufacturing	2.6	2.7
Services	4.4	4.4
Public administration[2]	4.3	3.8
Private nonfarm economy[3]	2.0	2.0
Workers, by occupational group:		
White-collar workers	1.8	1.8
Blue-collar workers	2.2	2.3
Service workers	1.9	1.8
Workers, by industry division:		
Manufacturing	2.1	2.1
Nonmanufacturing	2.0	2.0
State and local governments	5.3	5.0
Workers, by occupational group:		
White-collar workers	5.7	5.4
Blue-collar workers	4.2	3.9
Workers, by industry division:		
Services	5.8	5.5
Schools	6.0	5.7
Elementary and secondary	6.3	6.0
Hospitals and other services[4]	5.0	4.6
Public administration[2]	4.3	3.8

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

Table 10. Wage and salary rate changes in Employment Cost Index, from preceding quarter

(In percent)

Measure	1978	1979				1980				1981		
	IV	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	1.5	2.0	1.9	2.1	2.4	2.4	2.1	2.2	2.0	2.7	2.0	2.0
Workers, by occupational group:												
White-collar workers	1.2	1.9	1.7	2.3	2.4	2.4	1.9	2.1	2.0	3.1	1.9	1.8
Professional and technical workers	1.5	1.9	1.1	2.7	2.6	3.3	1.8	2.7	2.2	3.1	1.8	3.3
Managers and administrators	1.5	2.4	1.5	2.0	1.4	2.6	1.6	1.6	1.3	4.1	1.4	1.6
Sales workers	.1	-.2	4.2	.7	3.9	-.5	2.5	1.7	2.8	1.5	3.9	-2.0
Clerical workers	1.3	2.7	1.4	2.9	2.1	3.0	1.8	2.0	2.1	3.0	1.4	2.7
Blue-collar workers	1.9	1.9	2.3	2.0	2.5	2.3	2.5	2.4	2.1	2.0	2.4	2.3
Craft and kindred workers	1.6	2.1	2.1	2.2	1.9	1.7	2.4	2.8	2.2	1.8	2.2	2.9
Operatives, except transport	2.3	1.9	2.2	1.7	3.1	3.2	2.4	2.3	2.0	2.4	2.3	2.1
Transport equipment operatives	1.7	1.5	3.5	2.4	2.4	1.2	3.5	1.4	1.9	1.5	3.3	1.0
Nonfarm laborers	2.4	1.5	2.7	1.7	2.9	2.5	2.4	2.3	2.0	1.9	2.5	1.5
Service workers	.6	3.2	.9	1.1	1.6	3.5	1.1	1.7	1.5	4.7	.8	1.6
Workers, by industry division:												
Manufacturing	2.7	1.7	1.8	1.8	3.1	2.8	2.0	2.0	2.3	2.2	2.2	2.1
Durables	2.7	1.8	1.5	2.1	3.3	2.5	2.1	2.5	2.3	2.3	2.1	2.1
Nondurables	2.5	1.5	2.3	1.2	2.7	3.2	1.9	1.2	2.1	2.2	2.2	2.0
Nonmanufacturing	.8	2.2	2.0	2.3	2.0	2.2	2.1	2.3	1.9	3.0	2.0	2.0
Contract construction	1.1	1.3	2.6	2.0	1.1	1.2	2.9	2.9	1.5	1.8	2.4	3.0
Transportation and public utilities	1.9	2.6	1.6	2.9	2.0	2.5	2.3	3.2	2.7	2.3	2.3	2.0
Wholesale and retail trade	1.1	2.1	2.4	1.9	1.3	2.6	1.9	1.5	1.7	3.2	1.9	1.3
Wholesale trade	2.0	1.6	2.9	1.2	2.1	2.9	2.7	.9	3.2	2.7	1.5	2.0
Retail trade	.8	2.3	2.3	2.1	1.0	2.4	1.5	1.8	1.1	3.4	2.0	1.0
Finance, insurance, and real estate	*	3.1	3.2	1.9	4.3	.4	2.7	2.0	2.1	2.7	4.5	-1.7
Services	.7	2.1	1.1	2.6	2.5	2.7	1.6	2.5	1.6	4.0	.4	3.6
Workers, by region:												
Northeast	1.6	1.5	1.7	1.7	2.1	2.5	2.1	1.9	1.9	2.4	1.7	1.7
South	1.6	2.6	1.7	1.7	2.4	2.8	1.9	1.9	1.9	3.3	2.0	1.9
North Central	1.5	1.9	2.5	2.0	2.6	2.4	2.0	1.9	2.2	3.0	1.9	1.6
West	1.5	2.0	2.0	2.5	1.8	2.6	2.4	3.4	2.0	2.7	2.1	3.2
Workers, by bargaining status:												
Union	2.0	1.8	2.1	2.2	2.6	2.3	2.8	2.9	2.5	1.7	2.6	2.7
Manufacturing	2.7	1.7	2.0	1.9	3.4	2.6	2.8	2.8	2.4	1.7	2.3	2.6
Nonmanufacturing	1.4	1.9	2.2	2.5	1.7	2.0	2.8	3.0	2.6	1.7	3.0	2.8
Nonunion	1.1	2.1	1.9	1.9	2.3	2.5	1.7	1.8	1.8	3.3	1.8	1.6
Manufacturing	2.6	1.7	1.7	1.6	2.7	3.0	1.4	1.2	2.1	2.7	2.1	1.7
Nonmanufacturing	.5	2.3	2.0	2.1	2.1	2.3	1.9	2.0	1.7	3.5	1.7	1.6
Workers, by area:												
Metropolitan areas	1.6	2.0	2.0	2.2	2.5	2.1	2.2	2.3	2.0	2.6	2.1	2.1
Other areas	1.3	2.1	2.1	1.6	1.9	3.6	1.6	1.5	2.4	3.3	1.7	1.7

[1] Excludes private household workers.

* Not available.

Table 11. Wage and salary rate changes in Employment Cost Index, from same quarter a year earlier

(In percent)

Measure	1979				1980				1981		
	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	7.8	7.8	7.7	8.7	9.1	9.3	9.4	9.0	9.3	9.3	9.1
Workers, by occupational group:											
White-collar workers	7.3	7.0	7.4	8.6	9.2	9.3	9.1	8.7	9.3	9.4	9.2
Professional and technical workers	7.1	6.8	7.5	8.8	10.3	11.1	11.1	10.5	10.2	10.1	10.8
Managers and administrators	7.2	6.9	7.6	7.4	7.7	7.8	7.3	7.2	8.8	8.7	8.7
Sales workers	7.9	5.7	4.8	8.8	8.6	6.8	7.8	6.7	8.7	10.2	8.2
Clerical workers	7.4	7.4	8.5	9.4	9.8	10.1	9.2	9.1	9.2	8.8	9.5
Blue-collar workers	8.3	8.4	8.4	9.0	9.4	9.6	10.0	9.6	9.3	9.2	9.1
Craft and kindred workers	8.5	8.2	8.3	8.6	8.2	8.5	9.1	9.4	9.6	9.4	9.5
Operatives, except transport	7.8	8.6	8.3	9.2	10.5	10.7	11.3	10.2	9.4	9.3	9.1
Transport equipment operatives	9.3	8.3	9.5	10.2	9.8	9.9	8.8	8.2	8.8	8.4	8.0
Nonfarm laborers	7.9	8.6	8.5	9.1	10.1	9.9	10.5	9.5	8.8	9.0	8.1
Service workers	8.3	7.2	5.9	7.2	7.6	7.8	8.4	8.1	9.3	8.9	9.0
Workers, by industry division:											
Manufacturing	8.0	8.2	8.1	8.6	9.7	10.0	10.2	9.4	8.8	9.0	9.1
Durables	8.4	8.2	8.4	9.0	9.7	10.4	10.8	9.8	9.8	9.6	9.2
Nondurables	7.4	8.2	7.6	7.8	9.7	9.2	9.2	8.6	7.5	7.9	8.8
Nonmanufacturing	7.6	7.2	7.5	8.8	8.8	8.9	8.9	8.8	9.6	9.5	9.1
Contract construction	7.9	7.6	7.2	7.2	7.1	7.5	8.4	8.8	9.4	8.9	9.0
Transportation and public utilities	8.9	8.4	9.2	9.4	9.3	10.1	10.4	11.1	10.8	10.9	9.6
Wholesale and retail trade	7.3	7.9	7.7	7.9	8.4	7.8	7.4	7.8	8.5	8.5	8.2
Wholesale trade	6.6	7.7	7.8	7.9	9.4	9.2	8.9	10.0	9.6	8.5	9.7
Retail trade	7.6	6.7	7.7	7.9	8.0	7.3	8.9	7.0	8.0	8.5	7.7
Finance, insurance, and real estate	*	*	*	13.2	10.2	9.6	9.7	7.4	9.8	11.8	7.8
Services	7.0	6.4	6.6	8.5	9.2	9.8	9.6	8.7	10.1	8.8	10.0
Workers, by region:											
Northeast	6.8	6.9	6.9	7.3	8.3	8.7	8.9	8.6	8.5	8.1	7.9
South	8.8	8.3	7.7	8.5	8.8	9.0	9.3	8.8	9.3	9.4	9.4
North Central	7.5	7.8	8.2	9.4	9.9	9.3	9.2	8.8	9.4	9.2	9.0
West	7.9	7.7	8.2	8.5	9.2	9.6	10.6	10.8	10.9	10.7	10.4
Workers, by bargaining status:											
Union	8.2	8.3	8.4	9.0	9.5	10.2	10.9	10.9	10.2	10.1	9.9
Manufacturing	8.7	9.1	8.6	9.4	10.3	11.1	12.0	11.0	10.1	9.6	9.4
Nonmanufacturing	7.7	7.6	8.2	8.5	8.8	9.5	9.9	10.8	10.4	10.6	10.4
Nonunion	7.5	7.2	7.3	8.5	8.9	8.7	8.6	8.0	8.9	9.0	8.8
Manufacturing	7.3	7.4	7.7	7.9	9.3	9.0	8.6	7.9	7.8	8.4	8.9
Nonmanufacturing	7.6	7.1	7.1	8.8	8.8	8.6	8.6	8.1	9.4	9.2	8.8
Workers, by area:											
Metropolitan areas	7.8	7.7	7.9	8.9	9.1	9.3	9.5	9.0	9.5	9.4	9.1
Other areas	7.6	7.4	7.3	7.9	9.5	8.9	8.9	9.4	9.1	9.2	9.5

[1] Excludes private household workers.

* Not available.

Table 12. Rates of compensation change for selected series of the Employment Cost Index, by quarter

Measure	Percent changes for										
	3 months ended							12 months ended			
	1980				1981			1980	1981		
	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	2.7	2.3	2.3	2.1	3.6	1.9	2.0	9.8	10.7	10.3	10.0
White-collar workers	2.8	2.3	2.0	2.1	3.9	1.8	1.8	9.5	10.8	10.2	10.0
Blue-collar workers	2.4	2.5	2.7	2.1	3.0	2.3	2.2	10.1	10.7	10.5	10.0
Service workers	4.3	1.1	2.1	1.7	5.4	.7	1.3	9.4	10.5	10.1	9.9
Manufacturing industries	2.8	2.0	2.3	2.2	3.5	2.0	2.1	9.8	10.5	10.5	10.2
Nonmanufacturing	2.7	2.5	2.3	2.0	3.7	1.8	2.0	9.2	10.9	10.02	9.8

[1] Excludes private household workers.

Table 13. Average percent changes in wages and benefits in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending												
	1978		1979				1980				1981		
	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Wage and benefit adjustments:													
Over life of contract[3]	6.5	6.4	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.9	9.0
First year	8.8	8.3	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.6	11.1	11.0
Wage-rate adjustments in—													
All industries:													
Over life of contract[3]	6.4	6.4	6.3	6.7	6.1	6.0	6.1	6.1	6.9	7.1	7.3	7.9	8.6
Contracts with escalator clauses	5.2	5.3	5.3	5.3	4.7	4.6	4.6	4.3	4.9	5.0	5.2	5.8	5.8
Contracts without escalator clauses	7.0	7.0	6.9	7.9	8.0	8.0	8.2	9.1	10.1	10.3	10.3	10.5	10.0
First year	7.7	7.6	7.0	7.9	7.6	7.4	7.6	7.7	9.1	9.4	9.6	10.5	10.7
Contracts with escalator clauses	7.1	6.9	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.3	8.8	7.5
Contracts without escalator clauses	8.0	8.0	7.7	8.8	9.1	9.1	9.3	10.4	11.4	11.7	11.6	12.4	12.4
Manufacturing:													
Over life of contract[3]	6.1	6.6	6.9	7.8	5.8	5.4	5.3	4.9	5.1	5.5	5.5	6.0	6.4
First year	8.2	8.3	8.2	9.3	7.4	6.9	6.9	6.4	6.9	7.3	7.5	8.2	8.4
Nonmanufacturing:													
Over life of contract[3]	6.5	6.4	6.1	6.4	6.5	6.8	7.1	8.5	8.3	8.3	8.4	8.6	9.7
First year	7.5	7.4	6.6	7.4	7.8	8.0	8.8	10.2	10.7	10.9	10.9	11.3	11.9
Construction:													
Over life of contract[3]	6.0	6.2	6.4	8.0	8.2	8.3	8.4	10.0	11.3	11.5	11.6	11.9	11.4
First year	6.2	6.5	6.6	8.3	8.9	8.8	8.9	11.6	13.3	13.6	13.6	14.1	13.9

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Annual rate of change.

p = preliminary.

Table 14. Average percent changes in wages and benefits in major collective bargaining settlements[1] by year and by quarter[2]

Measure	Annual average					Quarterly average								
	1976	1977	1978	1979	1980	1979		1980				1981		
						II	IV	I	II	III	IV	Ip	IIp	IIIp
Wage and benefit adjustments:														
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	6.1	6.0	6.7	7.4	7.2	6.1	7.6	10.9	9.3
First year	8.5	9.6	8.3	9.0	10.4	9.0	8.5	8.8	10.2	11.4	8.5	10.3	11.9	12.8
Wage-rate adjustments in—														
All industries:														
Over life of contract[3]	6.4	5.6	6.4	6.0	7.1	5.1	5.3	6.5	7.3	7.4	6.5	7.8	9.7	9.4
Contracts with escalator clauses	5.7	5.0	5.3	4.6	5.0	4.2	4.2	4.7	4.4	5.4	5.3	6.4	6.7	5.3
Contracts without escalator clauses	7.3	6.9	7.1	8.0	10.3	7.9	7.7	9.2	10.0	11.3	9.8	8.6	10.5	9.8
First year	8.4	7.8	7.6	7.4	9.5	6.8	6.3	8.2	9.1	10.5	8.3	9.2	11.9	12.1
Contracts with escalator clauses	8.4	8.0	7.1	6.2	8.0	6.1	5.2	6.5	6.7	9.5	7.2	8.2	7.7	8.2
Contracts without escalator clauses	8.3	7.6	8.0	9.1	11.7	9.3	8.7	10.8	11.2	12.7	11.5	9.8	13.0	12.6
Manufacturing:														
Over life of contract[3]	6.0	5.5	6.8	5.4	5.4	4.7	4.2	5.7	5.1	5.6	5.6	7.0	6.5	7.6
First year	8.9	8.4	8.3	6.9	7.4	6.3	5.6	7.2	6.7	8.4	7.8	9.4	8.0	9.8
Nonmanufacturing:														
Over life of contract[3]	6.8	6.0	6.4	6.6	8.3	6.9	7.5	7.9	9.7	7.8	8.0	8.2	10.3	10.1
First year	7.7	7.4	7.4	8.0	10.9	9.4	7.7	9.7	11.5	11.0	9.6	9.1	12.6	13.0
Construction:														
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	8.5	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.6
First year	6.1	6.3	6.5	8.8	13.6	10.4	7.2	10.8	12.2	15.4	14.3	11.4	13.2	17.6

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[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increases, decreased, or not changed.

[3] Annual rate of change.

p = preliminary.

Table 15. Average percent wage-rate adjustments going into effect in major collective bargaining units[1]

Measure	Annual average					Quarterly average								
	1976	1977	1978	1979	1980	1979		1980				1981		
						II	IV	I	II	III	IV	Ip	IIp	IIIp
Total, all covered industries	8.1	8.0	8.2	9.1	9.9	3.3	1.6	1.6	3.3	3.5	1.3	1.2	2.8	3.0
Adjustments resulting from—														
Current settlement	3.2	3.0	2.0	3.0	3.6	1.0	.5	.4	1.0	1.7	.5	.1	1.0	.5
Prior settlement	3.2	3.2	3.7	3.0	3.5	1.0	.4	.5	1.4	1.2	.3	.6	1.3	1.5
Escalator provision	1.6	1.7	2.4	3.1	2.8	1.2	.7	.7	.8	.7	.6	.6	.6	1.0
Total in—														
Manufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	4.3	1.3	1.7	2.2	4.3	1.3	1.2	2.5	3.4
Construction	7.2	6.5	6.5	7.1	9.9	1.4	.4	.4	5.3	3.5	.8	.6	6.2	3.1
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	5.9	1.4	1.2	2.5	5.5	1.5	1.0	2.1	4.1
Wholesale and retail trade	8.6	8.7	8.4	6.7	7.6	2.2	1.2	1.8	1.6	3.3	.8	1.8	1.3	2.9
Services	5.7	6.7	8.8	7.0	8.1	1.4	2.1	1.4	2.9	2.2	1.6	1.1	2.7	2.4

---

[1] Data relate to private nonfarm industry agreements covering 1,000 workers or more and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

p = preliminary.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 80	9.7	9.3	10.9	10.7	10.0
Northeast	October 80	8.5	8.9	10.3	9.9	8.3
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 81	9.2	8.2	8.2	9.0	9.2
New York	May 81	9.5	10.3	8.0	8.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passaic	June 81	8.9	10.2	7.8	9.0	10.4
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 81	9.8	7.6	11.0	10.7	12.2
Portland	December 80	9.2	10.1	–	9.3	9.8
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	June 81	11.0	–	14.5	8.2	5.1
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 81	9.5	6.5	10.7	9.4	7.0
York	February 81	9.6	11.1	13.6	11.2	11.0
South	October 80	10.3	9.0	11.0	10.9	10.1
Atlanta	May 81	9.4	13.8	13.7	10.9	9.3
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 80	13.4	9.5	11.7	12.0	9.5
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 81	11.1	11.0	10.8	9.6	8.7
Huntsville	February 81	10.8	–	13.6	12.0	9.7
Jackson	January 81	9.0	7.2	–	11.4	9.6
Jacksonville	December 80	9.4	7.1	7.9	8.8	10.1
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 81	9.7	12.4	–	–	9.8
Washington	March 81	9.1	8.4	6.7	8.4	13.9
North Central	October 80	10.3	9.7	10.9	10.8	11.1
Chicago	May 81	9.7	9.8	9.2	9.2	9.7
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.4	9.0	9.1
Davenport-Rock Island-Moline	February 81	12.5	11.7	12.7	10.8	11.2
Dayton	December 80	9.7	9.9	10.8	10.3	10.3
Detroit	April 81	9.7	8.4	9.1	8.9	9.8
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 81	10.4	10.1	11.2	9.2	9.7
Minneapolis-St. Paul	January 81	11.6	10.0	14.7	11.7	11.1

See footnotes at end of table.

Table 16. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 81	9.6	10.6	10.3	9.5	9.3
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 81	11.5	10.5	9.7	11.0	11.5
Wichita	April 81	10.7	7.6	14.1	12.2	10.9
West	October 80	9.9	9.9	11.9	12.0	10.4
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.9	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 80	10.8	11.0	12.9	11.0	10.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 80	9.0	9.9	12.1	12.0	9.8
Portland	June 81	9.9	7.7	–	11.5	11.6
Sacramento	December 80	9.2	–	–	11.4	9.3
Salt Lake City-Ogden	November 80	11.5	11.3	–	12.1	11.8
San Diego	November 80	12.0	12.0	12.5	11.9	9.4
San Francisco-Oakland	March 81	10.6	7.9	11.7	12.4	12.3
San Jose	March 81	11.3	10.9	9.1	12.1	9.3
Seattle-Everett	December 81	9.3	9.7	–	14.3	9.9

Employment Cost Index, Third Quarter 1981

Employee compensation rates measured by an expanded Employment Cost Index (ECI), now covering workers in the civilian nonfarm economy, rose 2.6 percent in the 3 months ended in September 1981. Wage and salary rates increased 2.5 percent. The expanded measure, published for the first time in this issue covers all workers in the civilian economy except private household and farmworkers and Federal Government employees. Data for State and local government employees, included in the measure for the first time, also are published separately.

Excluding data for State and local government employees, compensation rates for workers in the private nonfarm economy rose 2.0 percent in the 3 months ended September 1981. The quarterly increase was below the 2.3-percent rise for the same quarter in 1980. (The ECI is not seasonally adjusted.) Compensation rates—covering wages, salaries, and employer costs for employee benefits—increased 10.0 percent for the 12 months ended in September 1981. Wages and salaries also rose 2.0 percent in the third quarter 1981, compared with the 2.2-percent rate of a year earlier. Wage and salary rates were up 9.1 percent over the year. (See tables 9-12, pp. 35 to 38 for the statistical information discussed in this article.)

June 1981-September 1981

Workers in the civilian nonfarm economy, excluding Federal Government, registered gains of 2.6 percent in compensation and 2.5 percent in wages and salaries during the third quarter of 1981. The increases reflected different patterns in the private and State and local government sectors of the economy. Compensation and wage advances were 2.0 percent in the private nonfarm sector, contrasted with about 5 percent in State and local governments. Wage and benefit adjustments in State and local governments, which tend to be heavily concentrated in the third quarter, included increases for teachers at the beginning of the new school year as well as adjustments for other workers such as those in hospitals and public administration.

In the private nonfarm sector, employee compensation increases by major occupational groups (white-collar, blue-collar, and service workers), as well as for manufacturing and nonmanufacturing industries, were closely clustered around the 2.0-percent overall increase. There was a similar pattern for wage and salary advances among these groups.

Wage changes within major occupational groups, however, showed substantial variation. For white-collar occupations, changes ranged from a 2.0-percent decrease for salesworkers (reflecting lowered commission earnings for stock and bond brokers) to a 3.3-percent increase for professional and technical workers. Within the blue-collar group, wage gains were lowest for transport equipment operatives (1.0 percent) and highest for craft and kindred workers (2.9 percent).

Wage gains for workers in durable and nondurable goods producing industries were virtually the same as the overall advance for manufacturing (2.1 percent). In contrast, wage changes in nonmanufacturing industries varied widely. They ranged from -1.7 percent in finance, insurance, and real estate to 3.0 percent in construction (where collective bargaining negotiations occur in the spring and summer months) and 3.6 percent in the service industries (reflecting pay adjustments in private educational institutions).

Union workers' pay gains in the private nonfarm economy (2.7 percent) outpaced those for nonunion workers (1.6 percent). Within the union sector, workers in manufacturing and nonmanufacturing industries received similar wage increases, 2.6 and 2.8 percent, respectively. In the nonunion sector, corresponding increases were 1.7 and 1.6 percent.

Wage increases for workers in the West, 3.2 percent, were considerably higher than they were for workers in other regions. Employees in the North Central region registered the lowest pay gains, 1.6 percent. Wage advances for workers in metropolitan areas (2.1 percent) were higher than those for workers in other areas (1.8 percent).

September 1980-September 1981, Private Nonfarm Workers

Compensation rates for white-collar, blue-collar, and service workers rose at about the same pace as the 10.0-percent overall increase in the year ended September 1981. Wage gains over the year for these occupational groups were also about the same as the 9.1-percent overall increase.

Compensation increases for workers in manufacturing industries registered 10.2 percent compared with 9.8 percent for workers in nonmanufacturing industries. Wage and salary gains were the same for both industry groups, 9.1 percent.

For union workers, wages and salaries rose 9.9 percent while nonunion workers received 8.8-percent wage increases. Corresponding gains in manufacturing industries were 9.4 and 8.9 percent. The gap between union and nonunion employees was considerably wider in the nonmanufacturing sector—10.4 and 8.8 percent, respectively.

Regionally, workers in the West showed the largest wage gains, 10.4 percent, while those in the Northeast region received the smallest increases, 7.9 percent. Workers in metropolitan areas registered pay gains of 9.1 percent compared with 9.5 percent for those in other areas.

Explanatory note

The Employment Cost Index (ECI) is a quarterly measure of the change in the price of labor, free from the influence of employment shifts among occupations and industries. The ECI wage and salary series is limited to changes in wage and salary rates, defined as straight-time average hourly earnings. Straight-time earnings are total earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time earnings, whereas nonproduction bonuses (such as Christmas or yearend bonuses) are excluded. Also excluded are such items as payments-in-kind, free room and board, and tips.

The compensation series includes employer costs for employee benefits as well as wages and salaries. Benefits covered by the ECI include:

Hours related benefits—Premium pay for overtime and work on weekends and holidays, paid holidays, paid vacations, paid sick leave, and other paid leave;

Supplemental pay—Shift differentials, nonproduction bonuses, severance pay, and supplemental unemployment plans;

Insurance benefits—Life, health, and sickness and accident insurance;

Retirement and savings benefits—Pension and other retirement plans and savings and thrift plans;

Legally required benefits—Social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other legally required benefits such as State temporary disability insurance; and

Other benefits—Merchandise discounts in department stores.

The ECI collects data for both the private and public sectors, which are published separately and also combined as the total civilian nonfarm economy. The private sector includes the total private nonfarm economy, excluding private households. The public sector covers State and local governments, but excludes the Federal Government.

Each quarter, straight-time average hourly earnings and benefit cost data (cents-per-hour-worked) are collected from a probability sample of about 10,000 occupations within 2,000 sample establishments in the private sector and about 3,700 occupations within 750 sample establishments in State and local governments.

Occupations were classified according to definitions used in the 1970 census. Within an establishment, specific job categories are selected to represent broader occupational definitions. The sample establishments were classified in industry categories based on a 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Within the private sector sample, establishments are designated by a 2-digit SIC, while in State and local governments, industrial categories vary from a more specific 3-digit SIC such as elementary and secondary schools to a broader major industry division such as public administration. Each establishment is also classified by ownership—State, local, or private.

Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. ECI statistics are neither annualized nor adjusted for seasonal influences. For example, the 2.0-percent change in wage and salary rates for "private nonfarm workers" in the third quarter of 1981 (table 9) is the actual percent change in straight-time average hourly earnings from the pay period including the 12th day of June 1981 to the comparable pay period in September 1981.

More detailed information on the ECI is available in several articles and publications. These include a chapter in the BLS Handbook of Methods (Bulletin 1910), "The Employment Cost Index." Two articles also appeared in the *Monthly Labor Review:* "Employment Cost Index: a measure of change in the 'price of labor,' " July 1975; and "How benefits will be incorporated into the Employment Cost Index," January 1978. Reprints of these articles plus several other descriptive pieces are available upon request.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981											
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Major bargaining settlements				X		X			X			X
State and local government settlements		X						X			X	
Employment Cost Index	X			X			X			X		
Index to wage and benefit changes in preceding year		X										

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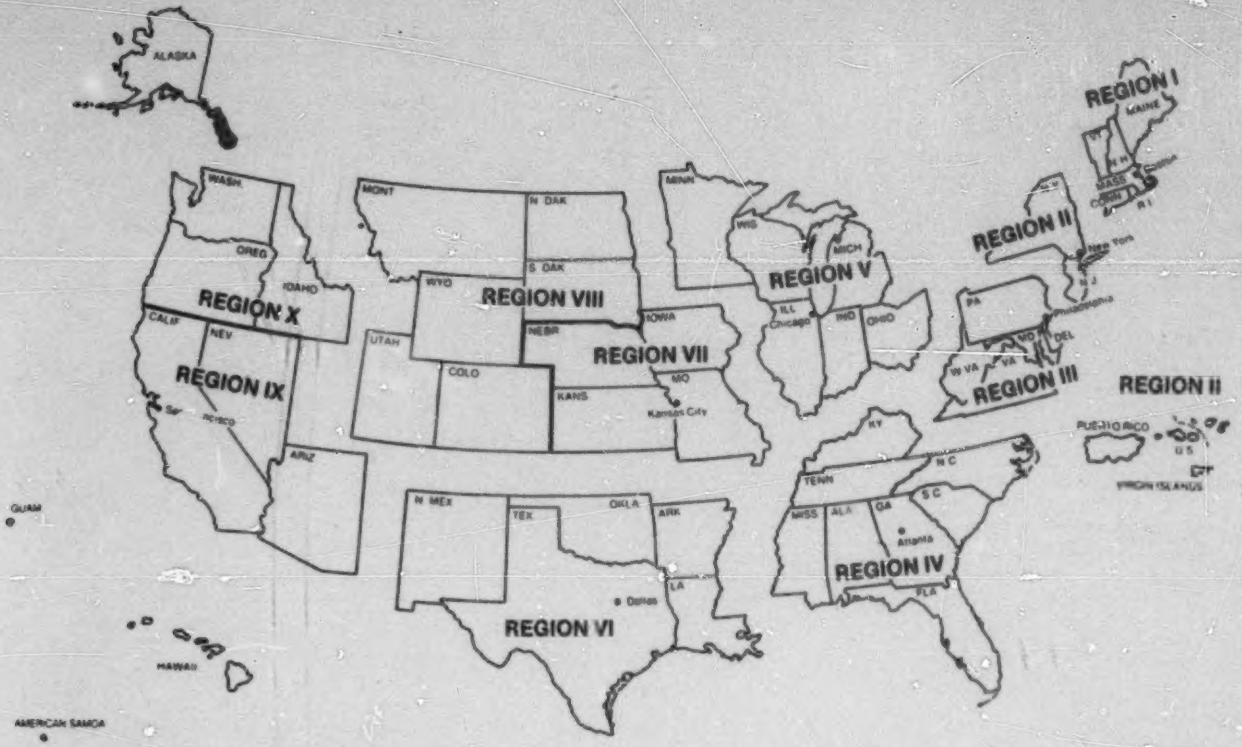

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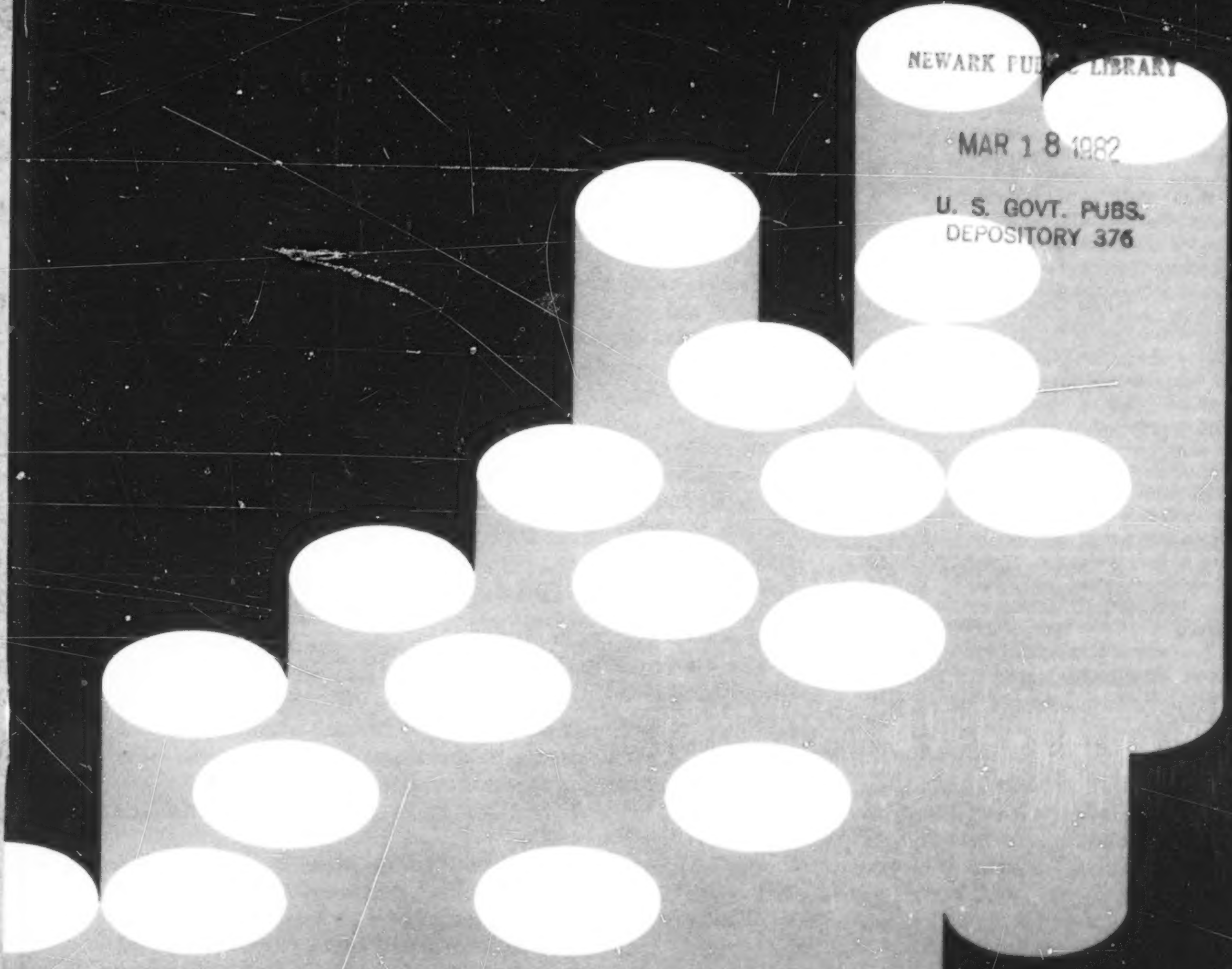
CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
February 1982

Includes Data for January 1982



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Current Wage Developments

February 1982 Volume 34 Number 2

Editors: George Ruben, Olivia G. Amiss

A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1, 1985. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

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Wage Highlights

Petroleum accords. A round of pattern settlements occurred in the petroleum refining, pipeline, and petrochemical industries after Gulf Oil Corp. and the Oil, Chemical and Atomic Workers negotiated a 2-year contract. The pattern terms covered more than 50,000 workers at 400 facilities owned by 100 companies. The only work stoppages were at Texaco, Inc., and American Petrofina refineries in Port Arthur, Tex. The Texaco negotiations were complicated by company efforts to reduce the lump-sum amount employees may choose to receive at retirement in lieu of receiving regular monthly pensions. The dispute at American Petrofina centered on company efforts to change certain work rules.

The Gulf accord provided for a 9-percent wage increase in January 1982 and for a 90-cents-an-hour increase in January 1983 that will average about 7.1 percent.

The union did not win its demand for a no-layoff clause to protect workers from the job cutbacks that have hit the industry in the last few years. According to union president Robert F. Goss, the companies have closed 50 facilities since 1980, eliminating 5,000 jobs in OCAW bargaining units. The industry is currently operating at about 70 percent of capacity.

The contracts also provide for the employers to raise their obligation for family health benefits by $17.50 a month in the first year and $13.50 in the second, bringing the total to $151.50 at Gulf. Gulf employees, who had been paying $30 a month, will pay the full amount of any increase in premium above $151.50. Gulf's obligation for single employees' health benefits also was raised by $6 a month in the first year and $4 in the second. The company previously paid $47 a month which covered the full premium cost for these employees.

The agreements also call for those companies that have instituted pension improvements for nonunion employees to extend the improvements to employees represented by the union.

Electric Boat settlement. After 3 months of negotiations, General Dynamics Corp.'s Electric Boat Division and 11 unions agreed on a 3-year contract that was effective immediately, superseding the balance of a contract scheduled to expire July 1, 1982. In return for settling early, the 12,000 covered employees at the Groton, Conn., shipyard received a 25-cents-an-hour wage increase effective January 3. On July 1, 1982, the employees will receive a wage increase ranging from 20 cents an hour for those in the lowest pay grade to 75 cents for those in the highest grade, followed by a 30- to 65-cents increase on July 1, 1983, and a 30- to 60-cents increase on July 1, 1984. All employees will also receive 10 cents cost-of-living adjustments on November 27, 1983, and December 2, 1984, regardless of the movement of the Consumer Price Index. Prior to the settlement, pay rates ranged from $4.75 for certain accounting clerks to $10.83 for some skilled trades workers, with about 70 percent of the workers clustered at the $8.97 rate for first-class mechanics.

The agreement also provided for each employee to receive a $100 payment in settlement of several thousand grievances they had filed over job assignments; a $2 increase in the pension rate to $14 a month for each year of credited service; adoption of a "magic 85" pension clause permitting workers to retire when their age and years of service total 85; and a change in the investment plan permitting employees to invest 10 percent of their earnings, instead of the previous 4 percent, with the company continuing to match half the amount.

Kaiser health care settlement. In Northern California, Service Employees Local 250 negotiated a 2-year contract for employees of 18 hospitals and medical centers of the Kaiser Permanente Medical Care Program. According to the union, the accord made the 7,500 workers the highest paid health care employees in the Nation.

Provisions included an 11-percent pay raise on November 1, 1981, a 9-percent raise on October 31, 1983, and upgrading of several job classifications. The highest paid employees in the bargaining unit are pharmacists who will receive $17.30 an hour after the 1983 pay increase.

Pay concessions. The 4,200 Uniroyal, Inc., employees represented by the Rubber Workers have agreed to a second round of wage and benefit concessions expected to save the company $54.9 million. The first round, in July 1980, totaled $40 million. (See *Current Wage Developments,* August 1980, p. 1.) Although Uniroyal earned a profit of $38.7 million during the first 9 months of 1981, compared with a $12.5 million loss during the first 9 months of 1980, the company said the latest concessions were needed to further its "long-term plan for financial viability." Uniroyal also said that the concessions will reduce the possibility that it will have to sell any of its operations to obtain money to strengthen its "core" operations. Under the new concession accord, the union agreed to—

- Accept the same new contracts as the union negotiates with other major rubber companies when current agreements expire on April 20, 1982, modified to provide for up to $10 million a year less in wage and benefit improvements.
- Continued suspension of 69 cents an hour in cost-of-living adjustments that was initiated as part of the 1980 concession settlement. This amounts to about $8.3 million dollars a year, including the impact on those benefits that change when wages change.

There was the possibility that the action would lead the other companies to press the union for concessions to maintain their competitive position relative to Uniroyal, despite the fact that their compensation costs are reportedly about $5 an hour less than Uniroyal's. These companies have won concessions at a few plants but not on a companywide basis as at Uniroyal.

In return for the union concessions, Uniroyal agreed to study its work force to determine if it has too many salaried employees; establishment of a joint council to discuss mutual problems; permit union president Milan Stone to make annual presentations to the company's board of directors; open its financial records to the union; establish a profit-sharing plan; and seek comparable wage and benefits from other unions that represent some of its employees and to impose cuts on nonunion employees.

- McLouth Steel Corp.'s efforts to reorganize its operations under protection of Federal bankruptcy laws were aided when its 3,000 employees represented by the Steelworkers agreed to give up a 15- to 47-cents-an-hour wage increase scheduled for October 1982, all of the quarterly cost-of-living adjustments that would normally be effective in 1982, as well as the total of $1.45 in wage increases that had gone into effect in the last 5 months of 1981. They also voted to give up 3 of the 11 holidays scheduled for 1982 and 1 week of vacation. McLouth estimated that the changes would save about $14 million in labor costs in 1982.

The settlement provides for restoration of wages and benefits to the proper level at the end of 1982—subject to court approval—if McLouth resumes dividend payments but this did not appear likely for the near future as the company announced a loss of about $40 million for 1981, following a $56-million loss for 1980.

In conjunction with the settlement, McLouth announced a 27.5-percent reduction in its nonunion work force. A 10-percent pay reduction and a cut in paid vacation also was imposed on the retained employees.

Much of McLouth's problems have resulted from the severe cut in automobile sales in the last few years, which has reduced demand for the flat-rolled steel produced at its mills, which are located in the Detroit area.

- In the Portland, Oreg., area, members of Plumbers Local 51 agreed to lower compensation for residential and repair work in an effort to counter a 38-percent unemployment rate for the local's 900 members. The manager of one plumbing company said that the action will enable him to compete more effectively with nonunion companies by reducing the cost for a service call to $35-$40, from the $48.90 "break even" rate previously charged.

The new $14.39-an-hour compensation level the local negotiated with the Plumbing, Heating and Contractors Association consists of $12.25 in pay and $2.14 in employer payments for various benefits. The old $23.74-an-hour level ($20.08 in pay and $3.66 for benefits) continues to apply to commercial work.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Amalgamated Sugar Co. National Grain Millers—1,800	9.2 percent 7/29/81	3-year agreement negotiated 7/81 also provided: wage reopening provisions in 2d and 3d years; established dental plan; see CWD Oct. 1980.
New England Bakery Employers Mass. R.I., Conn., N.H., and Vt. Teamsters (Ind.)—1,300	$10 week 10/25/81	3-year agreement negotiated 10/81 also provided: $10 week increases in both 10/82 and 10/83; 6th week of paid vacation after 25 years; no recent listing.
The Great Western Sugar Co. (maintenance and processing employees) Kans., Nebr., Mont., Wyo., and Colo. Teamsters (Ind.)—2,000	9.5 percent 6/1/81	3-year agreement negotiated 6/81 also provided: 9.7 percent effective on both 6/1/82 and 6/1/83; see CWD June 1980.
Chef-Boy-Ar-Dee, a division of American Home Foods, Inc. Milton, Pa. United Food and Commercial Workers—1,350	8 percent 2/1/82	Deferred increase negotiated 2/81 (CWD May 1981); see CWD Aug. 1981.
Campbell Soup Co. Napolean, Ohio United Food and Commercial Workers—2,000	55 cents 2/1/82	Deferred increase negotiated 2/81 (CWD May 1981); see CWD Aug. 1981.
California Bakery Employers Assn. California Teamsters (Ind.)—3,200	See next column 10/1/81	3-year agreement negotiated 10/81 also provided: $30 week-drivers, $1 hour-transport and 85 cents inside workers 10/1/81 and $18-drivers, $1-transport and 85 cents inside workers on both 10/1/82 and 10/1/83; no recent listing.
Wholesale bakers group (drivers) Southern California Teamsters (Ind.)—4,000	$30 week 6/7/81	3-year agreement negotiated 6/81 also provided: $11 week increases both 6/6/82 and in 6/83; 4 weeks of paid vacation 1/1/82 and 6 weeks for 25 years 1/1/84; $250,000 major medical benefit; improved health and welfare benefits; additional 7 cents company contribution to pension fund on both 1/1/82 and 1/1/84; see CWD June 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Bay Area Soft Drink Bottlers Assn. San Francisco, San Mateo, and Alameda County, Calif. Teamsters (Ind.)—1,200	$1 hour 8/1/81	3-year agreement negotiated 8/81 also provided: 75 cents increases in both 8/82 and 8/83; additional 7 cents employer contribution to pension fund on both 8/1/81 and 8/1/83; see CWD Aug. 1980.
TOBACCO MANUFACTURES		
American Tobacco Co. Richmond, Va., Durham and Reidsville, N.C. Bakery, Confectionery and Tobacco Workers—3,200	3 percent plus 6 cents 2/1/82	Deferred increase negotiated 1/80 (CWD Mar. 1980); see CWD Nov. 1981.
Philip Morris, U.S.A. Richmond, Va.; and Louisville, Ky. Bakery, Confectionery and Tobacco Workers—8,500	43 cents 2/1/82	Deferred increase negotiated 1/80 (CWD Mar. 1980); see CWD Nov. 1981.
FURNITURE AND FIXTURES		
Store Fixture and Architectural Woodwork Institute of Los Angeles Orange counties Los Angeles and Orange counties, Calif. Carpenters and Joiners—1,600	32 cents 1/1/82	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1981.
PAPER AND ALLIED PRODUCTS		
National Sample Card Manufacturing Assn., Inc. New York, N.Y. Paperworkers—1,300	8.6 percent 11/15/81	3-year agreement negotiated 11/81 also provided: 8.6 percent increases on both 11/15/82 and 11/15/83; 1 hour per 40 hour work attendance bonus established; see CWD Nov. 1980.
Scott Paper Co. Chester, Pa. Paperworkers—1,850	8 percent 9/28/81	3-year agreement negotiated 10/81 also provided: 8 percent increases on 9/28/82 and 9/28/83; 24 and 34 cents 2d and 3d shift differentials (was 23 and 33), increasing to 25 and 35 in 2d year and to 26 and 36 in 3d; improved insurance benefits for early retirees; prescription drug program established; see CWD Feb. 1978.
PRINTING AND PUBLISHING		
Metropolitan Lighographers Assn. New York, N.Y. International Typographical Union—8,000	43 cents 1/1/82	Deferred increase negotiated 6/80; agreement also provided for $1 increase in 7/81 and $1.14 in 7/80; no recent listing.
Allied Printing Employers' Assn., a division of Graphic Arts Assn. of Delaware Valley, Inc. Philadelphia, Pa. Graphic Arts International Union—1,200	64 cents 1/7/82	Deferred increase negotiated 1/80; agreement previously provided for 64 cents increase in 1/80; see CWD Jan. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRINTING AND PUBLISHING—Continued		
Chicago Newspaper Publishers Assn. Chicago, Ill. International Typographical Union—1,200	51.1 cents 1/15/82	Deferred increase negotiated 6/79 (CWD Aug. 1979); see CWD Feb. 1980.
Printing Industries of St. Louis St. Louis, Mo. Graphic Arts—1,700	5.9 percent 1/1/82	Deferred increase negotiated 12/79; agreement also provided for 11.4 percent increase in 1/81, 2.3 percent in 1/80, and 10.7 percent in 12/79; see CWD Aug. 1978 for latest listing.
San Francisco Newspaper Publishers Assn. San Francisco-Oakland, Calif. Newspaper Guild—1,000	5.3 percent 1/1/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD Jan. 1975.
CHEMICALS AND ALLIED PRODUCTS		
Avtex Fibers Inc. Various locations Clothing and Textile Workers—3,200	10 cents 12/1/81	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.
STONE, CLAY, AND GLASS PRODUCTS		
Chinaware Manufacturers' Group (6 companies) N.Y., Pa. and Ohio Pottery Workers—1,500	50 cents 11/1/81	Deferred increase under 3-year agreement negotiated 10/31/79; previously received 50 cents increases both 11/1/79 and 11/1/80; 12 cents and 17 cents 2d and 3d shift differentials 11/1/81 (were 10 cents and 15 cents), $3.30 hour premium pay for employees who regularly work on Sunday (was $2.80), $3.80 2d year, and $4.30 3d year (other employees who work on Sunday continue to receive time and one-half pay); 10th paid holiday, personal day, effective 11/1/81; 34 cents (was 26 cents) company contribution to pension fund, 42 cents 2d year and 50 cents 3d year; $5,000 (was $4,000) life insurance, $70 week (was $10,000) major medical, $50 individual deductible effective 4/1/81; companies pay into health and welfare fund the amount necessary to maintain benefits; no recent listing.
Owens-Illinois, Inc., Libbey Products Plant Teledo, Ohio Flint Glass Workers—1,000	See next column 10/1/81	Deferred increase negotiated 10/80 (CWD Jan. 1981) consists of 55 cents general wage increase with added 2 cents special classification adjustments and added 5 cents to skilled trades.
Anchor Hocking Corp. Lancaster, Ohio Flint Glass Workers—3,000	69 cents 10/1/81	Increase consists of 60 cents deferred increase negotiated 10/80 (CWD Jan. 1981) and 9 cents automatic annual cost-of-living adjustment.
PRIMARY METAL INDUSTRIES		
Ohio Ferro-Alloys Corp. Powhatan Point and Philo (Canton), Ohio; and Mt. Meigs (Montgomery), Ala. Steelworkers—900	44 cents 10/1/81	Increase consist of 20 cents deferred increase and 24 cents automatic quarterly cost-of-living adjustment under 3-year contract negotiated 10/3/80; there was no immediate wage increase but agreement did provide for 25 cents increase effective 10/1/82; 79 cent cost-of-living allowance incorporated into base rates and escalator clause continued at rate of 1 cent an hour for each 0.3-point increase in BLS-CPI-W (1967 = 100)—the 15 cents adjustment normally effective 10/1/80 was allocated to offset cost of guranteed SUB plan—if the SUB cost is recovered, 5 cents of the 15 cents will be reallocated toward cost of current retirees pensions and the other 10 cents will be reallocated through negotiation; operation of the COLA clause resulted in a 22 cents adjustment 1/1/81, 24 cents

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
		4/1/81 and 19 cents 7/1/81; effective 1980, $100 Christmas bonus for employee working during weeks of 9/21/80 and 9/28/80—in 1981 and 1982, qualification changed to working in 50 percent of pay periods each contract year; effective 1/1/83, $16.50 month pension (was $12.50) for each of first 15 years credited service, $18 (was $14) for each of next 15 years, and $19.50 (was $15.50) for each year over 30; current retirees pensions increased 10/1/81 and 10/1/82 by half of the increase for current retirees under the Steelworkers settlement with major basic steel companies (CWD May 1980); added changes in maternity benefits as required by law; revised SUB plan established—26 weeks' benefit guarantee (during 10/1/77-9/30/83) for employees with 2 years' service and continued 52 weeks benefit guarantee (during 10/1/77-9/30/83) for employees with 10 years' service—if employees have exhausted their guarantees and then work after 10/1/80, their guarantees are restored at the rate of 1 week for each 2 weeks worked, up to previous 26 or 52 week maximums; settlement preceded by 2-day strike; see CWD Aug. 1980.
Cabot Corp. Kokomo, Ind. Steelworkers—950	See next column 11/30/81	Increase consists of 30 cent increase to production workers, 60 cents to all skilled trades, and additional 6 cents to some skilled trades; deferred increase negotiated 1/80 (CWD Mar. 1981).
Wagner Castings Co. Decatur, Ill. Allied Industrial Workers—1,000	12 cents 12/1/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
ESCO Corp. Portland, Oreg. and various western States United Foundry and Warehouse Employees (Ind.)—950	7.8 percent 10/81	Automatic annual cost-of-living adjustment equal to the 9/80-9/81 rise in the BLS-CPI-W (10.8 percent offset by a 3 percent deferred wage increase effective 6/1/81—the 10/81 cost-of-living adjustment was guranteed to be 3.8-3.9 percent regardless of the movement of the CPI); agreement negotiatiated 10/79 also resulted in annual cost-of-living adjustment in 10/80 of 9.6 percent (12.6 percent CPI rise from 9/79 to 9/80 offset by a 3 percent deferred increase effective 6/1/80—the 10/80 adjustment was guaranteed to be 3.7-3.9 percent regardless of the movement of the CPI); other terms included 7.5 percent wage increase effective 6/1/79, 1.5 percent 10/15/79, and 3 percent 6/1/82; $9 (was $8) month pension for each year of credited service effective 6/1/79, $10 month 1/1/81 and $12 month 1/1/82; $75,000 (was $50,000) major medical benefit; agreement scheduled to expire 5/31/85 with wage reopener 10/14/82; see CWD Mar. 1979.
Aluminum Co. of America Vernon, Calif. Automobile Workers—1,000	25 cents 12/7/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
FABRICATED METAL PRODUCTS		
Colt Industries, Firearms Div. Hartford, Conn. Automobile Workers—1,300	5 cents 10/5/81	Guaranteed cost-of-living adjustment under 3-year agreement negotiated 4/6/79; other provisions include: 36 cents wage increase—incentive workers, 47 cents—dayworkers 4/2/79, 21 to 24 cents and 35 to 45 cents, respectively 3/31/80 and 21 to 24 cents and 34 to 46 cents 3/30/81; 5 cents guaranteed cost-of-living adjustments both 10/1/79 and 10/6/80; 50 cents (was 40) 2d and 3d differentials, 53 cents 4/3/81; 13th paid holiday to be designated during week of Christmas; 4 weeks' paid vacation after 18 years (was 20), $50 (was $100) vacation bonus after 20 years, $250 (was $200) vacation bonus after 25 years; $8 month (was $7.50) pension for each year of credited service 4/1/79, $9 month 4/1/80, and $9.50 month 4/1/81; mandatory retirement at age 70 (was 68); 30-cent increases in retirees pension rate for each year of service each contract contract year; $9,000 life and AD&D insurance 4/1/80 (was $8,000), $10,000 4/1/81; $105 week (was $85) sickness and accident benefit 4/1/79, $110 on 4/1/80 and $115 on 4/1/81; $120 day (was $95) hospital benefit 4/1/79, $125 on 4/1/80, and $130 on 4/1/81; $30,000 major medical benefit (was $25,000) and $35,000 on 4/1/81; other benefits; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Kelsey-Hayes Co., Heintz Div. Philadelphia, Pa. Automobile Workers—1,000	22 cents 11/81	Automatic quarterly cost-of-living adjustment under 3-year agreement ratified 8/1/80 which revised the escalator clause to provide 1 cent for each 0.3-point increase in the BLS-CPI-W (1967 = 100), changing to 1 cent for each 0.26-point increase for the last adjustment in 5/83, with 3-cent deductions from 1st 6 adjustments to finance benefit improvements; previously received 12 cents 11/80, 19 cents in 2/81, 16 cents in 5/81 and 18 cents in 8/81; other provisions include 3 percent both 8/3/81 and 8/2/82; 43 (was 41) scheduled paid holidays over contract term; 2 scheduled paid personal days off continued—employee's birthday and senority anniversary date and total 160 hours (was 56) pay in lieu of additional paid personal days over contract term—24 hours pay in 1981, 56 hours in both 1982 and 1983, and 24 hours in 1984 (was 24 hours pay in 1978 and 32 hours in 1979); improved pension, insurance and SUB programs; $500 to $845 (was $385 to $650) relocation allowance—single employees, $1,125 to $1,760 (was $865 to $1,355)—married employees, minimums of range relate to moves 50 to 99 miles, maximums of range relate to moves 1,000 miles or more; $800 (was $700) tuition refund per calendar year for job-related college courses, $400 (was $350) for other courses; see CWD Aug. 1979.
Commercial Shearing, Inc. Youngstown, Ohio; Chicago, Ill. and Salt Lake City, Utah Steelworkers—1,200	10 cents 1/1/82	Automatic quarterly cost-of-living adjustment, the net amount after deduction of 3 cents from the calculated adjustment—agreement also provided for 3 cents deductions from the other 10 quarterly adjustments during the contract term; previously received a 22 cents net adjustment 10/1/81 and 20 cents both 1/1/81 and 4/1/81—the amounts of the 1/1/81 and 4/1/81 adjustments were incorrectly reported in the Oct. 1981 issue.
Aluminum Co. of America Cleveland, Ohio Automobile Workers—1,000	17 cents 12/7/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Standadyne, Inc., Chicago Div. Bellwood, Ill. Automobile Workers—1,000	25 cents 11/81	Automatic quarterly cost-of-living adjustment under 37-month agreement negotiated 3/24/80 which revised the escalator clause to provide 1 cent for each 0.3-point increase in BLS—CPI-W (1967 = 100); previously received 26 cents cost-of-living adjustments 8/80, 14 cents 11/80, 22 cents both 2/81 and 5/81 and 21 cents 8/81; other provisions includes following hourly wage increases: 19 cents—nonincentive employees and 19 to 29 cents for incentive employees 3/24/80, 15 to 18 cents—nonincentive and 15 and 16 cents—incentive both 4/20/81 and 4/19/82; additional 20 cents skill adjustments and up to 12 cents classification adjustments 1st year and 15 and 10 cents skill adjustments in 2d and 3d years; 45 (was 42) paid holidays over 3 years; AD&D insurance, and $2,500 (was $2,000) for pensioners; $125 to $145 (was $105 to $125) week sickness and accident benefit; revised hospital-surgical-medical benefit; revised hospital-surgical-medical benefit; prescription drug insurance amended to provide needles and syringes for insulin shots; established $25 allowance for eye exam once during agreement; dental plan annual maximum $1,000 (was $750); see CWD Apr. 1978 for earlier listing.
Ladish Co., an affiliate of Armco, Inc. Cudahy, Wis. Machinists—2,000	17 cents 10/81	Automatic quarterly cost-of-living adjustment resulting from revised cost-of-living clause in 3-year agreement ratified 9/5/79—clause provides quarterly (was semiannual) adjustments of 1 cent for each 0.5-point increase in BLS-CPI-W (1957-59 = 100)—received 12 cents adjustment 4/79, and 17 cents 7/79 (both paid in 9/79), 17 cents 10/79, 14 cents 1/80, 21 cents 4/80, 20 cents 7/80, 10 cents 10/80, 16 cents both 1/81 and 4/81 and 13 cents 7/81; other provisions include 75 cents wage increase—day rates, and 47 cents—incentive base rates, retroactive to 2/19/79, 60 cents and 31 cents, respectively, 2/18/80, and 61 and 30 cents 2/16/81; 13th paid holiday 2d year, and 14th effective 3d year; $12 (was $11) pension for each year's credited service and $13 month 2/80; in 3d year,

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
		30-years-and-out early pension available at age 60 with $300 month supplement to age 62, survisorship option at age 55 (was 60), $1 month increase both 2/79 and 2/80 in current retirees' pension rate for each year of service; hospital-surgical-medical, major medical, and dental insurance provided early and disability retirees; $13,000 (was $11,000 life and AD&D insurance 2d year and $16,500 3d year, $1,000 life insurance-spouse $120 week (was $110) sickness and accident benefits, $140 week 3d year; hospital-surgical-medical insurance revised to increase ambulance and miscellaneous hospital and out-patient benefits and to cover chemotherapy, $100,000 major medical (was $25,000); optical care program established 2d year; company paid dental plan (was $3.83 month company contribution for single employees and $10.78 for family); settlement preceded by 5-month strike; see CWD February 1979, Primary Metal Industries.
Mirro Corp. (was Mirro Aluminum Co.) Manitowoc, and Two Rivers Wis. Steelworkers—1,750	18 cents 10/81	Automatic quarterly cost-of-living adjustment under 3-year agreement ratified 7/21/80; previously received 11 cents cost-of-living adjustment in 10/80; 17 cents in both 1/81 and 4/81, and 14 cents in 7/81, under revision of escalator clause to quarterly (was annual) reviews with 59 cent cap 1st year, 51 cents 2d year, and 55 cents 3d year (was 20 cents annual cap), calculated at 1 cent for each 0.4-point increase in BLS-CPI-W (1967 = 100); other provisions include 33 cents increase in—incentive base rates, and 50 to $2.02-increase day work rates 7/21/80, 34 and 51 cents, respectively, 7/21/81 and 37 and 55 cents 7/21/82; 20 cents and 75 cents hour (was 15 cents and 20 cents) 2d and 3d shift differentials; 11th paid holiday, Good Friday, effective 1982; 3 weeks' paid vacation after 10 years (was 12), 4 weeks after 18 years (was 20) 5 weeks after 20 (was 25) and 6th week after 30 years; $8,000 life and AD&D insurance, $2,000 for retirees; $100 week sickness and accident benefit, $105 in 2d year and $110 in 3d year; hospitalization plan revised to allow private room rates for severe burns and possible contagious disease; dental plan established 7/82 with employee premium paid by company and dependents' premium paid by employee; $18 company contribution each contract year toward purchase of safety shoes (was $12); $10 (was $6.50) toward cost of prescription ground safty glasses, $15 in 2d year; see July 1979.
United Metal Trades of Oregon and Vicinity Portland, Oreg., area Metal Trades Council (8 unions)—1,800	13 cents 12/81	Automatic quarterly cost-of-living adjustment; Correction: the 9/81 cost-of-living adjustment listed in Oct. 1981 issue should be 19 cents.
MACHINERY, EXCEPT ELECTRICAL		
Caterpillar Tractor Co. Various locations Automobile Workers—40,000	16 cents 12/6/81	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustments 9/6/81 and 6/6/81; see CWD Apr. 1981.
Massey-Ferguson, Inc. Various locations Automobile Workers—2,100	22 cents 12/7/81	Automatic quarterly cost-of-living adjustment previously received 22 cents cost-of-living adjustments on 9/7/81, 6/1/81 and 3/2/81; see CWD Dec. 1981.
Allis-Chalmers Corp. Gadsden, Ala.; La Porte, Ind.; Bloomington, Minn.; Memphis, Tenn.; and West Allis, Wis. Automobile Workers—1,900	1.2 percent 1/1/82	Deferred increase for selected workers negotiated 3/80 see CWD Dec. 1981.
Colt Industries, Inc., Pratt & Whitney Machine Tool and Divs. and Chandler Evans Div. West Hartford, Conn. Automobile Workers—1,000	Avg. 8½ percent 2/15/82	Deferred increase negotiated 2/19/80 (CWD Oct. 1980); see CWD Feb. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Buffalo Forge Co. Buffalo, Cheektowaga, and Tonawanda, N.Y. Steelworkers—850	20 cents 10/5/81	3-year agreement negotiated 9/81 also provided: 20 cents increases on both 10/4/82 and 10/3/83; quarterly cost-fo-living clause continued—provides adjustments of 1 cent for each 0.4-point rise in the BLS-CPI-W (1977=100), changing to 1 cent for each 0.3-point rise when BLS-CPI-W (1967=100) becomes available; 40 cents hour shift differential (was 35 cents) effective on 10/4/82; $5 year increase in employer financing of vacation bonus; $12 month pension for each year of credited service (was $11), increasing to $13 in 2d year and $14 in 3d year; $140 week sickness and accident benefit (was $120), increasing to $150 on 10/4/82 and to $160 on 10/3/83; $11,000 maximum life insurance (was $10,000), increasing to $12,000 in 2d year, and $13,000 in 3d year; dental plan improved in 2d year; see CWD Oct. 1980.
Carrier Air Conditioning Co. Syracuse, N.Y. Sheet Metal Workers—3,200	4 cents 6/1/81	Automatic quarterly cost-of-living adjustment; previously received 16 cents cost-of-living adjustment on 3/1/81; see CWD June 1979.
Ingersoll-Rand Co. Phillipsburg, N.J. Steelworkers—1,850	10 cents 1/18/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents cost-of-living adjustment on 10/19/81, 2 cents on 4/20/81, and 17 cents on 1/19/81; no recent listing.
Cooper Energy Services, Inc. Grove City, Pa. Steelworkers—1,200	9 cents 12/1/81	Automatic quarterly cost-of-living adjustment; previously received 19 cents cost-of-living adjustment in 9/81, 14 cents in 6/81, and 17 cents in 3/81; see CWD Jan. 1980.
Caterpillar Tractor Co. Joliet, Ill. Machinists—5,700	29.6 cents 1/16/82	Deferred increase negotiated 1/80; agreement also provided for 28.7 cents increase on 1/16/81 and 59.3 cents on 1/16/80; see CWD Nov. 1980.
Sundstrand Corp. Rockford, Ill. Automobile Workers—1,300	18 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 23 cents cost-of-living adjustment in 10/81, 19 cents in 7/81 and 21 cents in 4/81; see CWD July 1980.
Danly Machine Corp. Circero, Ill. Steelworkers—1,800	13 cents 12/1/81	Automatic quarterly cost-of-living adjustment; previously received 19 cents cost-of-living adjustment in 9/81 and 17 cents in 3/81; see CWD May 1980.
Burroughs Corp. Detroit, Mich. Automobile Workers—1,800	22 cents 12/1/81	Automatic quarterly cost-of-living adjustment previously received 22 cents cost-of-living adjustments on 9/1/81, 6/1/81, and 3/1/81; no recent listing.
Rexnord, Inc., Nordberg Machinery Group Milwaukee, Wis. Steelworkers—900	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents cost-of-living adjustment on 10/1/81, 18 cents on 7/1/81, 24 cents on 4/1/81 and 22 cents on 1/1/81; see CWD May 1980.
Outboard Marine Corp., Evinrude Motors Div. Milwaukee, Wis. Steelworkers—1,000	20 cents 11/1/81	Automatic quarterly cost-of-living adjustment; previously received 15 cents cost-of-living adjustment on 8/1/81 and 16 cents on 5/1/81; see CWD Dec. 1980.
Kenworth Motor Truck Co. and Dart Truck Co. Kansas City, Mo. Automobile Workers—1,000	30 cents 1/11/82	Deferred increase negotiated 12/80; agreement also provided for 50 cents increase in 1/81 and 30 cents in 1/83; see CWD Mar. 1981.
Hyster Co. Portland, Oreg. United Shop and Service Employees Union—850	19 cents 12/1/81	Automatic quarterly cost-of-living adjustment; previously received 16 cents cost-of-living adjustment on 9/1/81 and 43 cents on 6/1/81; see CWD Aug. 1979.

Continued—Selected wage and benefit changes

ELECTRICAL AND ELECTRONIC EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Eltra Corp., Prestolite Div. an affiliate of Allied Corp. National Automobile Workers—3,600	13 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
General Electric Co. Various locations Machinists—13,500; Automobile Workers—6,500; Electrical Workers (IBEW)—6,500	26 cents 12/29/81	Automatic semiannual cost-of-living adjustment; see CWD July 1981.
General Motors Corp. N.Y., N.J., and Ohio Electrical Workers (Ind.)—24,000	24 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Whirlpool Corp. Ft. Smith, Ark. Allied Industrial Workers	19 cents 9/28/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
General Electric Co. Chicago, Ill. Sheet Metal Workers—1,700	26 cents 12/29/81	Automatic quarterly cost-of-living adjustment; see CWD July 1981.
Speed Queen Co., an affiliate of Raytheon Co. (formerly McGraw-Edison Co., Speed Queen Div.) Ripon, Omro, and Wautoma, Wis. Steelworkers—1,000	13 cents 12/7/81	Automatic quarterly cost-of-living adjustment; bringing the total to 45 cents, the maximum for the second contract year; see CWD Oct. 1981.
Hughes Aircraft Co. Los Angeles, Calif. area Carpenters—13,000	38 to 50 cents 12/4/81	Increase includes 20 cent automatic quarterly cost-of-living andjustment and 18 to 30 cents deferred increase negotiated in 12/79 (CWD Jan. 1981); see CWD Nov. 1981.

TRANSPORTATION EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bethlehem Steel Corp. Baltimore and Sparrows Point, Md., Hoboken, N.J. and East Boston, Mass. Marine and Shipbuilders—5,000	10 cents 2/82	Guaranteed cost-of-living adjustment; see CWD Nov. 1981.
Volkswagen of America New Stanton, Pa. Automobile Workers—4,600	50 cents 11/81	16 month agreement negotiated 11/81 also provided: 10 cents increase in 6/82; escalator clause revised to provide quarterly adjustments beginning 3/82 of 1 cent for each 0.26-point movement in the BLS-CPI-W (was 1 cent for each 0.3-point movement); 2 additional paid holidays (first day of deer hunting season, 12/1, and one other day during the season); wages to be raised by an amount equal to any annual improvement factor negotiated at General Motors in 1982 negotiations; additional $1 million to the fund that pays Supplemental Unemployment Benefits to laid-off workers; improved health and welfare benefits; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Norfolk Shipbuilding and Drydock Corp. Norfolk, Va. Boilermakers—2,900	3.9 percent 7/81	3-year agreement negotiated 7/81 also provided: 7 percent 11/9/82 and 13.5 percent 11/7/83; no recent listing.
General Dynamics Corp. Fort Worth, Tex. Machinists—4,300	3-8 percent 11/2/81	3-year agreement negotiated 11/81 also provided: 3 percent increases effective 11/1/82 and 10/31/83; $2.20 of current cost-of-living allowance rolled into base rates and cost-of-living clause continued—provides quarterly adjustments of 1 cent for each 0.3-movement in the BLS-CPI beginning 2/1/82; $9,000 was (was $8,000) life insurance 1/1/82 increasing to $10,000 in 1/83; $14 (was $12) month pension per year of credited service; see CWD Sept. 1981.
Gates Learjet Corp. Wichita, Kans. Machinists—2,000	44-80 cents 10/26/81	3-year agreement negotiated 10/81 also provided: 80 cents-$1.215 (includes 69 cents prepaid COLA) 10/25/82 and 90 cents-$1.275 (includes 88 cents prepaid COLA) 10/31/83; $2.18 hour COLA roll-in; cost-of-living clause provides for quarterly adjustments in 2/82, 5/82, 8/82 and 11/82 of 1 cent for each 0.3-movement in the BLS-CPI; improved dental and hospitalization benefits; new prescription drug plan; $13 (was $10) month pension per year of credited service by 5/1/84; no recent listing.
Cessna Aircraft Co. Wichita, Kans. Machinists—6,000	44-87 cents 9/28/81	3-year agreement negotiated 9/81 also provided: 85 cents-$1.20 9/27/82 and 90 cents-$1.35 9/26/83; $2.26 of the cost-of-living allowance incorporated into base rates and clause provides for 1 cent quarterly adjustments for each 0.3 point movement in the BLS-CPI-W (1967=100) beginning 1/11/82 and ending 10/11/82; 30 cents (was 25) 2d shift differentials; employees having 2 or more years of working time may take up to 5 days of their vacation eligibility during a year 1 day at a time; retirement plan—35 years (was 30) maximum credited service; benefits accrued to age 70; elimininated employee cost for surviving spouse annuity and 1.2 percent year reduction rate when the employee age plus service equals 89 or more at early retirement; $13 month pension benefit 10/1/82 per year credited service; $10,000 accidental death and dismemberment coverage in addition to the $10,000 life insurance coverage; group health insurance—$129 (was $109) day room and board with additional improvements effective 8/1/82 and 8/1/83; $1,000 (was $750) maximum miscellaneous charges; 100 percent of first $100 plus 80 percent of next $1,500 (was $500) for special outpatient treatment; $1,600 (was $1,200) maximum anesthesia expenses; $500 (was $300) x-ray and ratio active therapy; $10 day (was $6) and $700 (was $420) total maximum in hospital physician benefit, $120 (was $75) year maximum ambulance benefit; $100 maximum (was $75) laboratory and x-ray; full well baby care for new born; $250,000 (was $100,000) major medical expense; skilled nursing care provided under major medical expense; updated dental plan to reflect current reasonable and customary schedules; 240 (was 200) hours maximum sick leave credit accumulation—employees accumulating more than 240 hours of sick leave paid one-half such excess credits on their benefit seniority date, occurring on or after 10/1/82; employee investment plan established, with company to match a portion of employee savings; no recent listing.
AFC Industries, Inc., AMCAR Div. St. Louis, Mo. Various unions—1,500	40 cents 4/27/81	29-month agreement negotiated 4/81 also provided: 30 cents 5/2/82 and 15 cents 5/1/83; cost-of-living clause continued to provide 1-cent increase for each 0.3 point movement in the BLS-CPI-W (1967=100) not to exceed 25 cents a year; (increases received were 15 cents 7/31/81 and 10 cents 10/31/81); see CWD Oct. 1980.
Hughes Aircraft Co., Tucson Manufacturing Div. Tucson, Ariz. Machinists—1,600	7 percent 10/23/81	3-year agreement negotiated 10/81 also provided: 3 percent increase effective on both 10/25/82 and 10/24/83; $2.24 hour cost-of-living allowance rolled into base rates, and clause continued to provide quarterly adjustments beginning 1/25/82 of 1 cent for each 0.3-point movement in the BLS-CPI; 3 weeks of

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
		paid vacation after 5 years of credited service; 39 (was 37) holidays over term of agreement; new optical plan; revised medical benefits, improved bereavement leave; see CWD Sept. 1981.
National Steel and Shipbuilding Co. San Diego, Calif. Various—3,000	See next column 10/1/81	3-year agreement ratified 10/29/81 provided: $1.50 hour increase retroactive to 10/1/81 and 40 cents on both 10/1/82 and 10/1/83; escalator clause continued; improved dental, optical, orthodontic benefits and bereavement leave; 11-day Christmas shutdown; $16 (was $10) month pension per year of credited service; 5 percent increases in current retirees' pensions; see CWD Oct. 1980.
MISCELLANEOUS MANUFACTURING		
Bic Pen Corp. Milford, Conn. Rubber Workers—1,150	58 cents general increase plus 25 cents for skilled 12/1/81	3-year agreement negotiated 11/29/81 also provided: 60 cents general wage increase plus 25 cents adjustments for skilled on 12/1/82, and 60 sents and 25 cents, respectively, on 12/1/83; 13th paid holiday; $14 month pension for each year of credited service (was $13), increasing to $14.50 in 2d year, and to $15 in 3d; $13,500 life insurance (was $13,000), increasing to $14,000 in 2d year and to $14,750 in 3d; $120 week sickness and accident benefit (was $110), increasing to $130 in 2d year and to $140 in 3d; funeral leave expanded to cover death of grandchildren; see CWD Dec. 1980.
Armstrong Cork Co., Floor Plant Lancaster, Pa. Rubber Workers—1,800	61.5 cents 10/26/81	Increase negotiated under a wage reopening provision of a contract scheduled to expire 11/82; $11.50 month pension for each year of credited service (was $10.50) increasing to $12 11/1/82 and to $12.50 11/1/83; $25,000 accidental death and dismemberment insurance (was $20,000); $25,000 maximum noncontributory life insurance (was $20,000) and $50,000 maximum contributory life insurance (was $40,000); 70 percent company financing of dental coverage (was 60 percent), increasing to 80 percent in 3d year; see CWD Oct. 1977.
NONMANUFACTURING		
MINING		
Climax Molybdenum Co., Div. of American Metal Climax, Inc. Climax, Ohio Oil, Chemical and Atomic Workers—2,300	24 cents 10/1/81	Automatic quarterly cost-of-living adjustment paid under a 3-year agreement that also provided 11.2 percent wage increase on 7/14/80, 9 percent on 7/15/81 and 4 percent 7/15/82; contiuation of cost-of-living clause resulted in 25 cents increase on 10/1/80; 12th paid holiday; 2 weeks' vacation for 1 through 3 years of service, 4 weeks for 13 through 15 years and 5 weeks for 18 through 20 years; $16 month pension for each year of credited service (was $15), increasing to $17.50 in 2d year and to $19.50 in 3d year; $1,000,000 lifetime major medical; see CWD Apr. 1981.
CONSTRUCTION		
Southern states area agreement Various locations Boilermakers—5,425	$1.60 11/1/81	3-year agreement negotiated in 11/81 also provided: $1.70 on 11/1/82, $1.50 on 11/1/83, and 50 cents on 3/15/84, with distribution of last increase between wages and benefits to be determined later; $1.50 hour to pension fund (was $1.20), and $1.70 on 3/15/83; $1.475 to health and welfare fund 3/15/82 (was $1.375), and $1.57 on 3/15/83; see CWD May 1981.
Association of Bituminous Contractors, Inc. National United Mine Workers (Ind.)—11,000	$1.20 6/24/81	39-month agreement negotiated 6/24/81 and expiring 9/30/84 also provided: 50 cents hour wage increase in 6/82 and 40 cents in 6/83; 9 quarterly cost-of-living increases—not linked to movement of CPI—totaling $1.50 hour over agreement term (15 cents in 6/82 and each quarter thereafter to 3/84, plus a final 30 cents increase in 6/84); one-time $150 payment to employees returning to work on first scheduled workday after end of the strike; 30 cents hour differential for second shift (was 20) and 40 cents for third (was 30); other terms

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
		were similar to those in the 40-month agreement between the Bituminous Coal Operators Assn. and the United Mine Workers (CWD July 1981); settlement preceded by nearly 3-month strike; see CWD May 1978.
Northeastern states area agreement Various locations Boilermakers—1,000	$2.03 10/1/81	2-year agreement negotiated in 10/81 also provided: $1.82 on 10/1/82, and 10-cent wage *decrease* on 7/1/82 and 9-cent *decrease* on 7/1/83 as these amounts are allocated to health and welfare fund; pension fund contribution remained at 10 percent of gross wages or $1.65 hour (was $1.45) on 10/1/81, $1.64 on 7/1/82, $1.83 on 10/1/82, and $1.82 on 7/1/83; $1.375 to health and welfare fund 7/1/82 (was $1.275), $1.425 on 10/1/82 and $1.525 on 7/1/83; see CWD Jan. 1980.
Independent contractors Maine Carpenters and Joiners—1,200	94 cents 5/1/81	1-year agreement negotiated in 5/81; see CWD Nov. 1979.
Assn. of Master Painters and Decorators of the City of New York, Inc. New York, N.Y. Painters—4,250	$1 8/1/81	3-year agreement negotiated in 7/81 also provided: $1.04 on 8/1/82 and $1.12 on 8/1/83; 4 percent to vacation fund (was 3); 7 percent to annuity fund (was 6); first listing.
Elevator Manufacturers Assn. of New York, Inc. New York, N.Y. Elevator Constructors—1,800	$1.78 7/1/81	3-year agreement ratified 7/16/81 and retroactive to 7/1/81 also provided: $1.98 on 7/1/82 and $2.28 on 7/1/83, with distribution between wages and benefits to be determined later; 95 cents hour to pension fund (was 82); $1.345 to health and welfare fund (was $1.195); see CWD Aug. 1979 for previous listing.
National Electrical Contractors Assn. Nassau and Suffolk counties, N.Y. Electrical Workers (IBEW)—1,625	65 cents 11/2/81	Deferred increase negotiated in 5/81 under 2-year agreement that also provided 70 cents 5/1/81, 75 cents 5/3/82, and 85 cents 11/1/82; 6.5 percent to pension fund 5/3/82 (was 5.5 percent); $1.456 hour to health and welfare fund (was $1.407), $1.502 on 11/2/81, $1.554 on 5/3/82, and $1,614 on 11/1/82; 10 percent to annuity fund (was 9); see CWD Sept. 1979.
Mechanical Contractors Assn. of Northeast Pennsylvania Scranton, Pa. Plumbers—1,100	$1.40 6/1/81	3-year agreement negotiated 5/31/81 also provided: $1.50 on each of 6/1/82 and 6/1/83, with distribution between wages and benefits to be determined later; 35 cents hour to national pension fund (was 30); 95 cents to health and welfare fund (was 90); see CWD June 1979.
Mechanical Contractors Assn. New Orleans, La. Plumbers—3,000	90 cents 11/1/81	2-year agreement negotiated in 10/81 also provided: 30 cents 5/1/82, 90 cents 11/1/82, and $1 on 5/1/83; effective 5/1/82, $1.30 hour to pension fund (was $1), $1 to health and welfare fund (was 75 cents), 13 cents to education fund (was 10), and 11 cents to industry promotion fund (was 9); see CWD Nov. 1978 for previous listing.
Mechanical Contractors Association of Houston and Plumbing Mechanical Contractors Council of Harris County; Plumbing, Heating and Cooling Contractors Association of Harris County Houston, Tex. area Plumbers—1,400	$1.65 10/1/81	3-year agreement negotiated 9/30/81 also provided: 38 cents 4/1/82, $1.05 on 10/1/82, and 91 cents 4/1/83; wage and benefit reopener 10/1/83; 90 cents to pension fund 10/1/82 (was 80); $1.54 to vacation fund 4/1/82 (was $1.50), and $1.79 on 10/1/82; 15 cents to union building fund (was 5), and 35 cents 4/1/82; 10 cents to tool fund (was 8); payment to industry fund eliminated 4/1/82 (was 3.5 cents); see CWD Oct. 1979.
Associated General Contractors of America, Inc. Oklahoma City, Okla. Carpenters and Joiners—1,300	$1.35 6/1/81	2-year agreement ratified 5/31/81 also provided: $1.30 on 6/1/82 with possible diversion of some monies to health and welfare fund; 90 cents hour to pension fund (was 80) on 6/1/82; 65 cents to health and welfare fund (was 55); see CWD Aug. 1979.

Continued—Selected wage and benefit changes

CONSTRUCTION—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Associated General Contractors of America, Inc. Tulsa, Okla. Carpenters and Joiners—1,700	$1.20 6/1/81	2-year agreement ratified 5/26/81 also provided: $1.40 on 6/1/82 with possible diversion of some monies to health and welfare fund; 85 cents hour to pension fund; 85 cents hour to pension fund (was 75), and 90 cents 1/1/82; 65 cents to health and welfare fund (was 55); see CWD Aug. 1979 for previous listing.
Southern Illinois Builders Assn. Southern Illinois Carpenters and Joiners—1,750	20 cents 1/1/82	Deferred increase negotiated in 8/81 under 3-year agreement which also provided: $1 on 8/1/81; 80 cents 8/1/82, 15 cents 2/1/83, and $1.30 8/1/83; $1.05 hour to pension fund 8/1/81 (was $1), $1.25 on 1/1/82, and $1.50 on 2/1/83; 75 cents to health and welfare fund 8/1/81 (was 80), $1.05 on 1/1/82, $1.15 on 2/1/83, and $1.35 on 8/1/83; see CWD Aug. 1979 for previous listing.
Mechanical Contractors Assn. of Utah Utah Plumbers—1,300	See next column 8/81	80 cents effective both 8/81 and 2/82 and 2 cents to establish a State union fund in 8/81, resulting from arbitration award under 8/81 reopening provisions of 23-month agreements negotiated in 1980; 1980 agreements also provided: $1.23 wage increase in 8/80, 19-cent wage *decrease* in 11/80 and 67-cent wage increase in 2/81; $1 hour to health and welfare fund 11/1/80 (was 81 cents); 1980 settlements preceded by approximately 1-month strike at Salt Lake City and 8-week strike at Ogden and Provo; see CWD Aug. 1979 for previous listing.
National Electrical Contractors Assn. Alameda County, Calif. Electrical Workers (IBEW)—1,100	5 cents 12/1/81	Deferred increase negotiated 6/15/81 under 1-year agreement which also provided: $3 on 6/1/81 and 5 cents 7/1/81; 9.4 cents hour to apprenticeship fund 6/1/81 (was 8.2), and 9.5 cents 7/1/81; 1 percent to industry promotion fund 6/1/81 (was 0.7 percent), and 1.2 percent 7/1/81; see CWD Oct. 1980.
Associated General Contractors of America, Inc. Central and Western Washington Carpenters—12,000	$1.29 6/1/81	2-year agreement ratified 6/10/81 also provided: escalator clause continued to provide 6 cents per hour adjustment on 6/1/82 for each 1.0-point increase in the BLS-CPI-W for Seattle ($1 minimum); $1.28 hour to pension fund (was 95 cents); 90 cents to health and welfare fund (was 75), and $1 on 6/1/82; see CWD Aug. 1979.

TRANSPORTATION AND PUBLIC UTILITIES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Conrail National Clerks (BRASC)—12,450; Maintenance of Way Employees—10,360; Machinists—1,980; Electrical Workers (IBEW)—1,490; Transport Workers—3,970; and Railway Carmen—850	See next column	39-month agreement which conformed to 5/81 understanding that employees would forego 10 percent of pay increases under subsequent national railroad settlements negotiated 12/81 by the respective unions (CWD Jan. 1982) for the 4/1/81 through 12/31 81 period and 12 percent (less previous pay increases not received) for the 1/1/82 through 12/31/82 period; other terms same as national agreements; see CWD Jan. 1981.
National Fuel Gas Co. Buffalo, N.Y., area Electrical Workers (IBEW)—2,050	8 percent 2/82	Deferred increase negotiated 2/80 (CWD June 1980) see CWD Feb. 1981.
Jersey Central Power and Light Co. New Jersey Electrical Workers (IBEW)—3,100	10 percent 12/81	2-year agreement ratified 12/1/81 also provided: 9.62 percent 2d year; 47 cents (was 45 cents) shift differentials increasing to 49 cents 2d year; 5 weeks paid vacation after 23 (was 25) years' credited service; additional contribution to hospitalization; revised pension benefits; see CWD Nov. 1980.
Duquesne Light Co. Pittsburgh, Pa. Electrical Workers (IBEW)—2,950	10.15 percent 10/1/81	2-year agreement negotiated 10/81 also provided: 10.05 percent increase 10/1/82; 4 weeks of paid vacation after 15 years of service (was 17) and effective 2d year 5 weeks after 23 years (was 25), and 6 weeks after 32 years (was 35); see CWD Oct. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Duke Power Co. Charlotte, N.C. Electrical Workers (IBEW)—1,850	10 percent 10/1/81	1-year agreement negotiated 10/81 also provided: 25 and 35 (was 20 and 30) cents 2d and 3d shift differentials; 5 weeks of paid vacation after 24 years credited service; see CWD Jan. 1981.
Carolina Telephone and Telegraph Co. Tarboro, N.C. Communications Workers—3,200	10 percent 11/30/81	3-year agreement negotiated 11/81 also provided: 9 percent increase 11/30/82 and 8 percent 11/30/83; 11th paid holiday, floating; company pays 75 percent (now 70) of the cost of dental insurance 12/82, and 80 percent in 12/83 and maximum annual coverage increased to $750 per person effective 11/83 (was $600); company pays 95 percent (was 90) 2d year and 100 percent 3d year of premium cost of hospital insurance; $8,000 (was $6,000) life insurance; new supplemental income protection plan; see CWD Dec. 1980.
Arizona Public Service Arizona Electrical Worker (IBEW)—2,600	See next column 4/1/81	10 percent wage increase retroactive to 4/1/81 and 2½ percent effective 10/1/81 negotiated 7/81 under wage reopening provision of a contract scheduled to expire 4/1/82; see CWD Aug. 1980.
MTL, Inc. Honolulu, Hawaii Teamsters (Ind.)—1,200	See next column	28-month agreement negotiated 11/81 provided: wage increases of 10 percent retroactive to 3/1/81, 6 percent 3/1/82, and 6 percent 11/1/82; 84 cents (was 77 cents) a month employer payment to pension fund 3/1/82, going to 91 cents 11/1/82, and 98 cents 3/1/83; provision for study of classification inequalities; see CWD Sept. 1980.
WHOLESALE AND RETAIL TRADE		
Kroger Co. West Virginia, Kentucky and Ohio United Food and Commercial Workers—3,400	40 cents-meat-cutters; 35 cents-clerks 10/5/81	3-year agreement negotiated 10/10/81 also provided: 25 cents wage increase for meat cutters and 20 cents for clerks on 4/5/82; semiannual cost-of-living adjustments 10/3/82, 4/3/83, 10/2/83 and 4/1/84, of 1 cent for each 0.4-point rise in the BLS-CPI-W (1967=100) with a 25 cents minimum and 35 cents maximum; $175 week sickness and accident benefit (was $150); 80.2 cents an hour company payment to pension fund (was 68 cents); full pension rate for employees retiring at age 60, and 90 percent at age 55; 92 cents an hour company payment to health and welfare (was 65); see CWD Nov. 1979.
Kroger Co. (grocery department) Cincinnati, Ohio area United Food and Commercial Workers—3,250	55 cents 10/4/81	3-year agreement negotiated 11/9/81 also provided: 20 cents wage increase on 4/1/82, 45 cents on 10/4/82, 25 cents on 4/1/83, 45 cents on 10/4/83 and 25 cents on 4/1/84; cost-of-living clause discontinued; 6th week of vacation after 25 years of service $121 month company payment to health and welfare fund (was $102), increasing to $135 in 2d year and to $149 in 3d; 53 cents an hour company payment to pension fund (was 45 cents), increasing to 57 cents in 2d year and to 61 cents in 3d; funeral leave extended to cover death of stepdaughter; see CWD Aug. 1980.
Thrifty durg stores Southern California United Food and Commercial Workers—6,500	15 cents 1/4/82	Annual cost-of-living adjustment negotiated 12/79; 4-year agreement also provided 21 cents wage increase on 7/2/79 and 32 cents on 6/30/80, and 25 cents on 6/29/81; previously received a 15 cents cost-of-living adjustment on 12/29/80; see CWD Dec. 1978.
Fred Meyer Inc. (formerly Portland Drug Stores) Portland, Oreg. United Food and Commercial Workers—1,800	40 cents 7/5/81	Deferred increase negotiated 7/16/80; 3-year agreement also provided for 40 cents deferred wage increase and a 5 cents automatic cost-of-living adjustment on 7/6/80, and for 40 cents deferred increase on 7/4/82; see CWD July 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE		
Prudential Insurance Co. of America (agents) National Insurance Workers—16,500	See next column	2-year agreement negotiated 10/81 provided: average $35.96 week increase in compensation retroactive to 9/81 and $25.15 a week in compensation 9/82; $100 to $700 lump sum payment in proportion to commissions lost on policies written before 1963 (due to company decision to waive premiums for that period) effective 1/82; and $6.79 a week increase each year of contract to finance existing and increased fringe benefits; no recent listing.
SERVICES		
Massachusetts Maintenance Contractors Assn. (building cleaning) Boston, Mass., area Service Employees—6,000	20 cents 9/1/81	3-year agreement negotiated 9/81 also provided: 15 cents wage increase on 3/1/82, 20 cents 9/1/82, 20 cents 3/1/83, 20 cents 9/1/83, and 25 cents 3/1/84; 9th paid holiday (floating) for part-time employees; $9 month pension for each year of credited service (was $4.50) and employers' contribution increased by 2 cents per hour worked effective 9/1/81 and an additional 2 cents 9/1/83; $45 month employer payment to health and welfare fund (was $40) effective 9/1/81, increasing to $50 on 9/1/83; see CWD Apr. 1980.
New York City Laundries New York City, N.Y., area Clothing and Textile Workers—6,000	40 cents hour—workers; $30 week—drivers 12/1/81	3-year agreement negotiated 12/81 also provided: 30 cents hour—inside employees and $25 week—drivers effective 12/1/82, 35 cents hour—inside employees and $25 week—drivers effective 12/1/83; 8½ percent (of payroll) employers' payment to health and welfare, pension fund (was 8 percent); 8th paid holiday (floating) for inside employees; additional $4 week to supplemental pension fund for laundry and linen drivers; no recent listing.
Association of Telephone Answering Services New York, N.Y., area Retail, Wholesale, and Department Stores Union—1,300	See next column	2-year agreement negotiated 6/81 provided: general wage increases of 55 cents hourly 6/1/81 and 50 cents 6/1/82; 12th paid holiday (3d personal holiday) 6/1/82; $5.25 (was $4.75) a week per employee employer payment to health and welfare fund 6/1/81, going to $5.75 6/1/82; 30 minute break 6/1/81; and $4 (was $3) an hour additional pay (overlay or swing pay) for employees covering position of employee absent (with adequate notice); see CWD July 1980.
PUBLIC ADMINISTRATION		
State employees Vermont Vermont State Employees Association—3,000	8.5 percent 7/1/82	2-year agreement negotiated 1/82 also provided: 8 percent effective 7/1/83; cost-of-living provision established calling for an adjustment of ½ percent for each 1 percent increase over 11 percent in the Consumer Price Index for the 12-month period ending Dec. 31, 1982; first listing.
County employees Nassau County, N.Y. Civil Service Employees Assn.—14,000	8.5 percent or $1,000, whichever is greater 1/1/82	3-year agreement negotiated 12/8/81 also provided: 8 percent or $1,000, whichever is greater effective 1/1/83 and 7 3/4 percent or $1,000 on 1/1/84; cost-of-living provision dropped; 70 cents (nurses—90 cents) shift differential effective in 1982 (was 60 cents) increasing to 75 cents (95 cents—nurses) in 1983, and 80 cents ($1—nurses) in 1984; $1,000 longevity pay after 15 years' service; 21 cents mileage allowance (was 18); $175 per year uniform allowance (was $75); see CWD Nov. 1980.
City workers (laborers) Pittsburgh, Pa. Joint Collective Bargaining Committee—1,000	8 percent 1/1/82	2-year agreement negotiated 12/81 also provided: 8 percent effective 1/1/83; 3 "personal days" exchanged for Columbus Day, Flag Day and Lincoln's Birthday holidays; sick leave abolished for newly hired workers—instead they will get 6 "personal days" off plus a city-paid insurance policy for sickness and accidents; 4 weeks' vacation after 10 years of service (was 15 years), and 5 weeks after 15 years (was 20); first listing.
Firefighters District of Columbia International Association of Fire Fighters—1,200	6 percent retroactive to 12/1/81	3-year agreement negotiated 1/82 also provided: 7 percent effective 10/1/82 and 7 to 9 percent in 10/83 depending on the change in the Washington, D.C., Consumer Price Index (CPI-W); dental and optical plans established to take effect 6/1/82; first listing.

Because of budget reductions, the present work stoppage data series ends with this issue. The Bureau of Labor Statistics will continue to collect data on stoppages involving 1,000 workers or more and will publish them in *Current Wage Developments*, beginning with this issue.

Table 1 below presents the last information collected on stoppages involving 6 workers or more.

Table 2, which presents information on the number of stoppages involving 1,000 workers or more from 1927-46, will not be repeated in future issues.

Table 3 presents information on stoppages involving 1,000 workers or more from 1947 to the present. This table will be continued.

Table 4, which also will appear in future issues, lists the individual stoppages involving 1,000 workers or more that began in the preceding month or began earlier and continued into that month.

Table 1. Work stoppages involving 6 workers or more, 1947-1981

Month and year	Number of stoppages beginning in month or year	Workers involved beginning in month or year (thousands)	Days idle	
			Number (thousands)	Percent of estimated working time
1947	3,693	2,170	34,600	.30
1948	3,419	1,960	34,100	.28
1949	3,606	3,030	50,500	.44
1950	4,843	2,410	38,800	.33
1951	4,737	2,220	22,900	.18
1952	5,117	3,540	59,100	.48
1953	5,091	2,400	28,300	.22
1954	3,468	1,530	22,600	.18
1955	4,320	2,650	28,200	.22
1956	3,825	1,900	33,100	.24
1957	3,673	1,390	16,500	.12
1958	3,694	2,060	23,900	.18
1959	3,708	1,880	69,000	.50
1960	3,333	1,320	19,100	.14
1961	3,367	1,450	16,300	.11
1962	3,614	1,230	18,600	.13
1963	3,362	941	16,100	.11
1964	3,655	1,640	22,900	.15
1965	3,963	1,550	23,300	.15
1966	4,405	1,960	25,400	.15
1967	4,595	2,870	42,100	.25
1968	5,045	2,649	49,018	.28
1969	5,700	2,481	42,869	.24
1070	5,716	3,305	66,414	.37
1971	5,138	3,280	47,589	.26
1972	5,010	1,714	27,066	.15
1973	5,353	2,251	27,948	.14
1974	6,074	2,778	47,991	.24
1975	5,031	1,746	31,237	.16
1976	5,648	2,420	37,859	.19
1977	5,506	2,040	35,822	.17
1978	4,230	1,623	36,922	.17
1979	4,827	1,727	34,754	.15
1980	3,885	1,366	33,289	.14
1981p	2,577	1,082	24,670	.11

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more, 1927-46

Year	Number of strikes beginning in year	Year	Number of strikes beginning in year
1927	33	1937	291
1928	53	1938	148
1929	53	1939	130
1930	26	1940	111
1931	38	1941	324
1932	32	1942	176
1933	123	1943	266
1934	181	1944	396
1935	137	1945	560
1936	130	1946	396

Table 3. Work stoppages involving 1,000 workers or more, 1947-81[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month	Beginning in month or year (thousands)	In effect during (thousands)	Number (thousands)	Percent estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981p	147	-	733	-	17,098	.07
1981p: January	6	12	12.5	30.1	288.4	.02
1982p: January	2	4	6.1	11.4	199.9	.01

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stopage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

Table 4. Work stoppages involving 1,000 workers or more during January 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in January
Brown & Sharpe Manufacturing Co. North Kingston, R.I. Machinists	10/19/81		1,600	33,600
American Standard, Inc., Westinghouse Air Brake Div. Wilmerding and Swissvale, Pa. Electrical Workers—UE (Ind.)	11/1/81		3,700	77,700
Hospitals (4) San Jose, Calif. California Nurses Assn. (Ind.)	1/5/82		[2] 1,500	[3] 15,000
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/8/82		4,600	73,600
Total beginning in January:	2 stoppages		6,100	–
Total in effect in January:	4 stoppages		11,400	199,900

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[1] The number of workers involved are rounded to the nearest hundred.

[2] Two hospitals were struck on 1/5 and 2 more on 1/16; fewer than 1,000 workers were idle prior to 1/16.

[3] Idleness computed from 1/16.

Major Agreements Expiring in March

Employer and location	Industry	Union[1]	Number of workers
American Can Co. (Interstate)	Paper	Printing and Graphic	1,000
Arizona Public Service Co.	Utilities	Electrical Workers (IBEW)	2,300
Associated General Contractors of America, Inc.: Baltimore Chapter	Construction	Laborers	3,000
New York Chapter, 4 agreements	Construction	Operating Engineers; Laborers; Carpenters; and Teamsters (Ind.)	17,600
Southern Florida Chapter, 2 agreements	Construction	Carpenters; and Laborers	8,000
BTEA Westchester & Putnam Building Construction Agreement (New York)	Construction	Operating Engineers	1,300
California Metal Trades Association (Fresno & Madera, Calif.)	Food products	Teamsters (Ind.)	2,000
Carolina Freight Council Over-The-Road Supplement Agreement (North Carolina and South Carolina)	Trucking	Teamsters (Ind.)	4,000
Central States Area Local Cartage Supplement Agreement (Interstate)	Trucking	Teamsters (Ind.)	67,000
Central States Area Over-The-Road Motor Freight Supplement Agreement (Interstate)	Trucking	Teamsters (Ind.)	41,000
Central States Iron-Steel and Special Commodity Rider (Interstate)	Trucking	Teamsters (Ind.)	14,850
Cincinnati Gas & Electric Co., and 1 other (Ohio & Kentucky)	Utilities	Electrical Workers (IBEW)	1,700
Clothing Manufacturers Association of the U.S. of America (Interstate)	Apparel	Clothing and Textile Workers	56,000
Commonwealth Edison, 2 agreements (Illinois)	Utilities	Electrical Workers (IBEW)	7,100
Cutler-Hammer, Inc., Special Products Division (Milwaukee, Wis.)	Electrical products	Machinists	1,200
Edition Bookbinders of New York, Inc.	Printing & publishing	Graphic Arts	1,000
Exxon Corp., Exxon Co., U.S.A. Baton Rouge Refinery & Chemical Plant (Baton Rouge La.)	Petroleum	Chemical Workers	2,400
First National Supermarkets, Inc. (Connecticut)	Retail trade	Food and Commercial Workers	2,700
Illinois Trucking Associations, Inc., and 1 other	Trucking	Teamsters (Ind.)	2,100
Illinois Trucking Associations, Inc., Highway Drivers	Trucking	Teamsters (Ind.)	4,000
Jewelry Manufacturers Associations, Inc., & Associated Jewelers, Inc. (New York, N.Y.)	Miscellaneous manufacturers	Jewelry Workers	2,600
Kaiser Foundation Hospitals (California)	Hospitals	Service Employees	9,000
Laborers Negotiating Committee of the Associated General Contractors of Indiana, Inc.	Construction	Laborers	20,000
Local Cartage Agreement for Hire & Private Carriers (Illinois)	Trucking	Chicago Truck Drivers (Ind.)	7,700
Master Rail-Truck Freight Agreement (Interstate)	Trucking	Teamsters (Ind.)	2,500
Mechanical Contractors Association of New Mexico, Inc.	Construction	Plumbers	1,500
Merchants Fast Motor Lines, Inc. (Texas)	Trucking	Union of Transportation Employees (Ind.)	1,250
Milwaukee Transport Service, Inc.	Transit	Amalgamated Transit Union	1,200
Mobile Oil Corp., Production Areas (Louisiana, Oklahoma, & Texas)	Crude, petroleum, and natural gas	Associated Petroleum Employees Union (Ind.)	1,800
National Automatic Sprinkler & Fire Control Association (Interstate)	Construction	Plumbers	7,000
National Master Freight Local Cartage (Philadelphia, Pa.)	Trucking	Teamsters (Ind.)	5,400
New Jersey & New York Area General Trucking Supplement Agreement	Trucking	Teamsters (Ind.)	19,000
Southern California Gas Co.	Utilities	Utility Workers; and Chemical Workers	5,900
Southern Conference Local Freight Forwarding Garage & Office Employees, 2 agreements (Interstate)	Trucking	Teamsters (Ind.)	4,150
Southern Conference Over-The-Road Motor Freight Supplement Agreement (Texas)	Trucking	Teamsters (Ind.)	12,400
Standard Restaurant Agreement (Cleveland, Ohio)	Restaurants	Hotel and Restaurant Employees	2,500

See footnotes at end of table.

Continued—Major Agreements Expiring in March

Employer and location	Industry	Union[1]	Number of workers
Union Carbide Corp. (Texas)	Chemicals	Texas Metal Trades Council	1,550
Virginia Freight Council Over-The-Road Supplement Agreement	Trucking	Teamsters (Ind.)	1,300
West Virginia Freight Local Cartage Supplement Agreement & Over-The-Road Supplement Agreement, 2 agreements	Trucking	Teamsters (Ind.)	2,600
Western Pennsylvania Motor Carriers Local Cartage Supplement Agreement	Trucking	Teamsters (Ind.)	3,900
Western States Area Local Cartage Supplement Agreement (Interstate)[2]	Trucking	Teamsters (Ind.)	46,000
Western States Area Over-The-Road Motor Freight Supplement Agreement (Interstate)[2]	Trucking	Teamsters (Ind.)	19,000
Western States Area Office Supplement Agreement (Interstate)[2]	Trucking	Teamsters (Ind.)	6,500
Western States Automotive Shop-Truck Agreement (Interstate)[2]	Trucking	Teamsters (Ind.)	2,400
Western States Trucking Maintenance Agreement (Interstate)[2]	Trucking	Machinists	3,000
	Government activity	Union or employee organization	
New York: Security Services Unit	Law enforcement	State, County and Municipal Employees	7,950
Transit Authority Unit	Transportation	Transport Workers Union	33,000
Oregon: Tri-County Transportation District	Transportation	Amalgamated Transit Union	1,400

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[1] Affiliated with AFL–CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The data measure quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplementary benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, three-month wage and salary changes are available beginning in December 1975 for most of the 35 current series. Compensation data for 6 major industry and occupation groups begin March 1980. Wage and salary and compensation changes start in September 1981 for the various civilian nonfarm and State and local government series. Twelve-month changes are published when four quarters of data become available for each series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage-rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981p
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.86	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.30	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.35	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, private business sector:										
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.5	144.6
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	96.7	96.4
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.0	92.9	100.0	108.4	118.8	130.5	143.6
1977 dollars	96.6	97.9	96.4	96.8	98.9	100.0	100.7	99.2	96.0	95.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.8	99.0	100.0	100.5	97.4	93.5	92.8

[1] Production and nonsupervisory workers.

p = preliminary.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981												1982
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.03	$7.06	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.44	$7.53
1977 dollars	4.89	4.86	4.86	4.85	4.84	4.82	4.78	4.79	4.81	4.81	4.83	4.80	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	246.75	247.10	249.92	250.98	252.38	254.88	257.74	259.88	259.00	260.44	261.85	261.89	253.76
1977 dollars	171.83	170.18	171.06	170.73	170.18	170.49	170.35	170.64	168.40	169.01	169.48	169.07	163.82
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	213.96	214.22	216.34	217.14	218.20	220.08	222.24	223.85	223.19	225.23	226.30	226.33	*
1977 dollars	149.00	147.53	148.08	147.71	147.13	147.21	146.89	146.98	145.12	146.16	146.47	146.11	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	134.4	135.3	135.8	136.8	137.5	138.0	138.8	140.1	141.8	142.1	143.2	143.3	145.4
1977 dollars	93.6	93.2	93.0	93.0	92.7	92.3	91.8	92.0	92.2	92.2	92.7	92.5	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$6.99	$7.04	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.45	$7.44	$7.50
1977 dollars	4.85	4.84	4.84	4.86	4.85	4.86	4.82	4.84	4.80	4.79	4.81	4.78	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	246.75	247.81	250.28	252.76	253.45	254.50	256.28	258.37	257.21	258.65	260.75	259.66	255.75
1977 dollars	171.12	170.20	170.96	172.06	171.37	170.92	170.06	170.20	167.45	167.74	168.23	166.98	164.47
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	213.96	214.75	216.62	218.48	219.00	219.80	221.14	222.71	221.84	223.86	225.46	224.63	*
1977 dollars	148.38	147.49	147.96	148.73	148.07	147.62	146.74	146.71	144.43	145.18	145.46	144.46	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	–	139.8	–	–	143.3	–	–	146.5	–	–	148.5	–	–
1977 dollars	–	96.1	–	–	96.9	–	–	96.3	–	–	95.8	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	138.9	–	–	142.0	–	–	145.4	–	–	147.7	–	–
1977 dollars	–	95.5	–	–	96.0	–	–	95.6	–	–	95.3	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	133.8	135.0	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.3	144.8
1977 dollars	92.8	92.7	92.8	93.0	93.1	92.9	92.2	92.7	92.1	92.0	92.4	92.1	*

[1] Production and nonsupervisory workers.

p = preliminary.

* Not available.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981p
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.06
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.92	10.75
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.96
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.72
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.49	5.92
Wholesale trade	3.85	4.06	4.39	4.73	5.03	5.39	5.86	6.39	6.96	7.58
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.78	6.30
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.65	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.1	148.1
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.8	131.6
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	142.0
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.3	139.5
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.3
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.3
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.2
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.2
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.4
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

p = preliminary.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981												1982
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$7.03	$7.06	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.44	$7.53
Mining	9.77	9.86	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.41	10.58
Contract construction	10.42	10.41	10.44	10.43	10.53	10.60	10.74	10.87	11.02	11.10	11.12	11.19	11.57
Manufacturing	7.73	7.75	7.80	7.88	7.92	7.97	8.02	8.02	8.15	8.15	8.20	8.25	8.38
Transportation and public utilities	9.33	9.45	9.42	9.54	9.59	9.63	9.69	9.89	9.97	9.96	10.07	10.07	10.12
Wholesale and retail trade	5.80	5.84	5.85	5.87	5.89	5.89	5.91	5.94	6.04	6.00	6.03	6.00	6.16
Finance, insurance, and real estate	6.10	6.21	6.19	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.47	6.57
Services	6.21	6.27	6.29	6.30	6.33	6.33	6.34	6.41	6.51	6.57	6.67	6.65	6.77
Wage rates, hired farm labor (quarterly data)	4.36	–	–	4.09	–	–	(2)	–	–	(2)	–	–	(2)
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	134.4	135.3	135.8	136.8	137.5	138.0	138.8	140.1	141.3	142.1	143.2	143.3	145.4
Mining	142.1	143.2	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	152.7	154.5
Contract construction	127.0	126.6	127.3	127.7	129.1	130.0	131.9	133.3	135.2	136.0	136.0	136.2	140.1
Manufacturing	136.9	137.6	138.5	139.8	140.5	141.4	142.4	143.0	144.8	145.5	146.5	147.3	148.7
Transportation and public utilities	134.1	135.7	135.3	137.0	137.9	138.1	138.6	141.7	143.1	143.1	144.7	144.9	145.5
Wholesale and retail trade	134.8	135.6	136.2	137.0	137.4	137.5	138.3	139.3	141.2	140.2	141.0	140.6	143.1
Wholesale trade	135.4	136.5	137.4	138.3	138.9	138.9	140.4	141.8	142.7	143.4	144.5	144.4	146.5
Retail trade	134.4	135.1	135.6	136.6	136.7	137.3	137.9	137.9	140.3	138.5	139.1	138.6	141.3
Finance, insurance, and real estate	133.9	136.2	135.9	135.9	136.7	136.8	137.6	139.7	139.9	140.7	142.6	141.8	144.0
Services	132.9	134.2	134.6	135.1	136.0	136.1	136.6	138.0	139.8	140.7	142.4	142.2	144.7
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$6.99	$7.04	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.45	$7.44	$7.50
Mining[3]	9.77	9.86	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.41	10.58
Contract construction	10.39	10.44	10.49	10.52	10.57	10.69	10.77	10.85	10.88	11.01	11.09	11.16	11.54
Manufacturing	7.69	7.74	7.80	7.90	7.95	7.99	8.02	8.06	8.14	8.15	8.18	8.18	8.34
Transportation and public utilities	9.33	9.44	9.48	9.57	9.67	9.74	9.71	9.88	9.88	9.89	9.99	10.02	10.12
Wholesale and retail trade	5.72	5.78	5.81	5.84	5.89	5.91	5.93	5.99	6.05	6.02	6.05	6.07	6.07
Finance, insurance, and real estate[3]	6.10	6.21	6.19	6.20	6.24	6.24	6.27	6.41	6.39	6.43	6.54	6.48	6.54
Services	6.15	6.20	6.24	6.27	6.32	6.38	6.42	6.51	6.52	6.58	6.61	6.64	6.70
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	133.8	135.0	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.3	144.8
Mining[3]	142.1	143.2	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	152.7	154.5
Contract construction	127.6	128.0	128.6	129.0	129.4	130.4	131.8	132.5	132.9	134.3	135.4	136.1	140.8
Manufacturing	136.5	137.5	138.5	139.9	140.7	141.6	142.5	143.6	144.8	145.5	146.4	146.8	148.3
Transportation and public utilities	133.7	135.4	136.1	137.3	138.9	139.8	139.3	141.8	141.7	142.0	144.0	144.2	145.1
Wholesale and retail trade	133.7	135.0	135.8	136.4	137.4	137.8	138.4	140.0	141.2	140.5	141.5	141.4	142.0
Wholesale trade	135.0	136.4	137.4	138.0	139.4	139.5	140.5	142.7	142.4	143.3	144.5	143.7	146.0
Retail trade	133.1	134.9	135.6	136.4	136.8	137.3	138.6	138.6	140.5	139.0	139.9	140.1	139.9
Finance, insurance, and real estate	133.2	135.0	136.0	135.4	136.8	137.1	137.4	140.4	140.3	140.9	143.2	142.1	143.3
Services	132.0	133.2	134.0	134.8	136.0	136.6	136.9	139.4	139.8	140.7	142.6	142.4	143.7

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[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979			1980				1981			
	II	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:											
All persons, private business sector	10.3	10.3	10.1	r9.9	r10.1	r10.3	10.3	r10.6	10.1	r10.1	9.3
All employees, nonfarm business sector:											
Current dollars	9.8	9.8	9.8	9.6	9.8	r10.0	10.1	10.5	10.0	10.1	9.3
1977 dollars	-.8	-1.7	-2.6	-4.1	-4.0	-2.6	-2.2	-.7	.2	-.6	-.2
Average hourly earnings, private nonfarm economy[1]	8.0	8.3	7.7	7.6	8.2	7.9	8.9	9.2	9.1	9.1	7.8
Mining[2]	11.3	8.6	8.1	8.0	7.1	7.6	9.1	10.5	7.3	10.9	9.4
Contract construction	7.1	7.0	6.9	6.3	6.9	7.1	7.9	8.8	8.0	8.3	8.5
Manufacturing	8.9	7.6	7.6	7.4	7.9	8.9	10.2	10.6	10.9	9.9	7.9
Transportation and public utilities	6.4	8.7	8.8	8.5	9.8	7.8	9.0	9.7	10.0	10.1	8.4
Wholesale and retail trade	8.7	8.2	7.7	7.8	8.1	8.5	8.7	8.5	8.4	8.2	7.0
Finance, insurance, and real estate[2]	7.4	7.8	7.8	9.1	9.8	9.8	10.3	9.9	9.0	9.0	8.2
Services	6.8	7.6	7.9	8.4	9.6	9.1	9.5	9.7	9.2	9.8	9.2
Hourly Earnings Index:[1]											
Private nonfarm economy:											
Current dollars	7.9	8.0	8.0	8.3	9.0	9.1	9.6	9.8	9.4	9.2	8.3
1977 dollars	-2.7	-3.6	-4.3	-5.3	-4.7	-3.2	-2.6	-1.3	-.4	-1.4	-.9
Mining[2]	11.1	8.9	8.6	8.9	8.5	8.9	10.1	11.0	9.8	10.8	9.8
Contract construction	7.0	6.8	6.7	6.1	6.5	6.8	7.6	8.6	7.6	8.0	8.0
Manufacturing	8.9	8.7	8.7	9.0	9.6	10.7	10.9	10.8	10.2	9.4	8.7
Transportation and public utilities	6.5	8.8	8.9	8.7	10.0	8.1	9.4	9.8	10.2	10.1	8.6
Wholesale and retail trade	8.4	7.9	7.5	7.8	8.2	8.6	8.8	8.7	8.6	8.3	7.1
Wholesale trade	9.1	8.3	8.1	8.8	9.0	8.7	8.6	8.7	8.6	9.0	8.4
Retail trade	8.0	7.7	7.2	7.3	7.7	8.5	8.8	8.7	8.5	7.9	6.4
Finance, insurance, and real estate	7.5	7.9	7.6	9.0	9.6	9.3	10.1	9.8	8.6	8.8	8.1
Services	6.7	7.1	7.7	8.1	9.3	9.0	9.5	9.8	9.3	9.8	9.1
Wage rates, hired farm labor[3]	11.4	8.6	3.6	9.7	5.4	11.5	8.5	([3])	([3])	([3])	([3])
Average weekly earnings, private nonfarm economy:[1]											
Current dollars	6.9	7.3	7.0	6.8	7.0	6.3	8.0	8.9	9.3	8.9	6.8
1977 dollars	-3.6	-3.8	-5.2	-6.5	-6.4	-5.7	-4.1	-2.1	-.4	-1.7	-2.4
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-3.6	-3.9	-5.2	-7.3	-7.2	-6.5	-5.1	-3.8	-2.2	-3.4	-3.4

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued beginning in 1982.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979				1980				1981			
	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:												
All persons, private business sector	11.6	11.3	8.9	8.6	10.7	12.3	9.5	8.6	11.9	10.4	9.3	5.7
All employees, nonfarm business sector:												
Current dollars	10.8	10.0	8.6	9.3	10.0	11.5	9.1	9.7	11.8	9.5	9.7	6.6
1977 dollars	.3	-1.8	-4.7	-4.3	-5.6	-1.5	1.2	-2.8	.2	2.3	-1.9	-1.1
Average hourly earnings, private nonfarm economy[1]	8.2	6.6	9.3	6.8	7.8	8.8	8.1	10.9	9.0	8.4	8.0	5.8
Mining[2]	10.5	13.6	1.4	7.1	10.4	9.6	3.4	13.4	15.8	-2.4	18.7	7.5
Contract construction	7.4	6.8	7.3	6.0	5.2	9.3	8.0	9.1	8.9	6.0	9.4	9.7
Manufacturing	8.8	7.6	7.2	6.9	8.0	9.7	11.0	12.3	9.5	10.9	6.9	4.5
Transportation and public utilities	8.7	4.3	14.9	7.6	7.5	9.3	6.7	12.7	10.1	10.7	6.9	6.0
Wholesale and retail trade	8.8	6.9	7.1	7.8	9.3	8.3	8.6	6.7	8.5	7.8	7.7	3.8
Finance, insurance, and real estate[2]	9.6	5.0	8.5	8.0	15.1	7.8	7.7	11.0	13.3	3.9	7.0	8.2
Services	6.9	5.5	9.9	9.4	6.7	10.3	8.1	11.0	9.3	8.4	10.5	8.7
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.1	7.1	8.5	8.4	9.1	10.0	9.1	10.4	9.6	8.3	8.3	7.1
1977 dollars	-2.4	-5.1	-4.9	-4.8	-6.3	-2.6	1.2	-2.6	-1.3	1.2	-3.0	-.6
Mining[2]	8.0	15.6	5.0	6.0	9.3	13.9	3.4	10.6	12.9	8.9	10.6	6.8
Contract construction	7.5	6.8	6.6	6.1	5.1	8.8	7.4	9.1	9.2	4.9	8.9	9.0
Manufacturing	9.0	9.1	7.9	8.8	10.0	11.6	12.0	9.9	9.3	9.7	8.5	7.4
Transportation and public utilities	8.5	4.4	14.8	8.3	7.7	9.3	7.0	13.5	9.4	11.0	6.8	7.2
Wholesale and retail trade	8.6	6.4	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	3.8
Wholesale trade	7.9	7.9	8.1	8.4	11.0	6.6	7.0	8.0	11.3	8.1	8.7	5.7
Retail trade	8.9	5.7	6.8	7.6	9.0	7.4	10.1	8.8	8.7	6.6	7.5	2.7
Finance, insurance, and real estate[2]	6.7	7.1	9.7	7.1	12.1	9.5	8.5	10.5	10.6	5.1	9.0	7.9
Services	7.0	5.5	8.3	10.0	8.5	10.4	7.0	12.2	9.8	8.5	8.8	9.5
Wage rates, hired farm labor[3]	4.5	-22.8	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	5.6	6.2	10.9	5.2	5.0	7.1	7.7	12.2	8.6	8.8	6.0	3.8
1977 dollars	-4.5	-5.9	-2.7	-7.6	-9.8	-5.1	(4)	-1.0	-2.2	1.6	-5.1	-3.7
Real spendable earnings (workers and 3 dependents, 1977 dollars)	-1.7	-6.5	-4.0	-8.3	-10.4	-6.1	-1.0	-2.5	-5.6	.5	-5.8	-2.5

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Less than -0.05 percent.

p = preliminary.

* Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981												1982
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
Average hourly earnings, private nonfarm economy[1]	9.4	9.3	8.9	9.2	9.3	8.9	9.0	9.2	9.0	8.2	8.0	7.2	7.3
Mining[2]	10.3	10.9	10.2	6.7	6.7	8.0	11.7	11.7	10.6	9.8	9.8	8.8	8.3
Contract construction	10.1	8.4	8.0	7.8	7.9	8.3	8.5	8.3	8.3	8.5	8.6	8.3	11.1
Manufacturing	10.8	10.7	10.3	11.1	11.0	10.7	10.0	9.8	9.8	8.8	7.8	7.2	8.5
Transportation and public utilities	9.4	10.3	9.3	9.6	10.1	10.3	9.1	10.6	10.5	8.4	8.6	8.2	8.5
Wholesale and retail trade	8.3	9.1	8.2	8.3	8.7	8.2	7.8	8.1	8.6	7.3	6.9	6.7	6.1
Finance, insurance, and real estate[2]	10.1	10.7	9.0	9.2	9.5	8.1	8.7	9.9	8.5	8.6	8.1	7.8	7.7
Services	9.8	9.9	9.3	9.4	9.3	8.9	9.6	10.2	9.8	9.7	9.4	8.7	8.9
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	10.0	10.0	9.5	9.6	9.5	9.0	8.9	9.3	9.3	8.6	8.4	8.0	8.2
1977 dollars	-1.6	-1.3	-.9	-.3	-.3	-.5	-1.7	-1.3	-1.3	-1.3	-.8	-.6	*
Mining	10.9	11.2	10.8	9.8	9.6	9.8	10.9	10.7	10.9	10.0	10.2	9.2	8.8
Contract construction	9.9	8.1	7.8	7.6	7.6	7.7	8.2	7.8	7.9	7.9	8.2	7.8	10.4
Manufacturing	11.1	10.7	10.5	10.7	10.3	9.7	9.3	9.4	9.4	9.0	8.8	8.4	8.6
Transportation and public utilities	9.8	10.3	9.5	9.9	10.3	10.3	9.1	10.7	10.6	8.5	8.6	8.6	8.5
Wholesale and retail trade	8.7	9.0	8.6	8.8	8.7	8.1	7.9	8.3	8.7	7.5	7.0	6.8	6.2
Wholesale trade	8.7	8.9	8.6	8.8	9.0	8.0	8.6	9.5	8.9	9.1	8.4	7.8	8.2
Retail trade	8.6	9.1	8.7	8.9	8.6	8.2	7.5	7.7	8.5	6.6	6.2	6.3	5.1
Finance, insurance, and real estate	10.0	10.5	8.8	8.8	9.2	8.0	8.5	9.2	8.6	8.4	8.1	7.8	7.6
Services	9.9	10.1	9.5	9.6	9.6	8.8	9.5	10.1	9.8	9.5	9.2	8.7	8.8
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.1	8.7	8.9	9.5	9.6	8.9	9.6	9.2	7.8	7.3	7.0	6.0	3.6
1977 dollars	-2.4	-2.4	-1.5	-.4	-.2	-.6	-1.1	-1.4	-2.7	-2.5	-2.1	-2.5	-3.9
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-4.1	-4.1	-3.2	-2.2	-2.0	-2.3	-2.8	-3.1	-4.2	-3.6	-3.2	-3.4	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981												1982
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
Average hourly earnings, private nonfarm economy[1]	10.2	9.8	10.0	9.3	8.3	8.5	7.9	8.7	8.1	7.1	7.7	5.9	6.7
Mining[2]	16.0	15.9	11.9	7.4	4.9	6.6	7.1	7.6	9.1	12.3	7.6	4.7	4.6
Contract construction	9.5	8.6	8.9	7.4	7.2	7.7	7.4	8.0	7.6	9.5	10.1	9.0	14.8
Manufacturing	11.3	10.6	10.8	11.2	9.7	9.7	8.8	9.0	8.9	6.4	5.9	4.8	8.1
Transportation and public utilities	9.9	11.7	12.4	10.1	10.5	10.6	8.3	9.5	8.6	6.8	6.7	5.8	8.6
Wholesale and retail trade	8.2	8.9	8.8	8.4	8.3	7.9	7.5	7.4	8.4	6.3	5.5	5.5	4.8
Finance, insurance, and real estate[2]	11.8	13.5	11.2	10.1	7.4	8.1	5.6	5.2	6.2	7.2	4.3	3.7	4.8
Services	10.1	10.4	9.2	8.4	9.0	9.0	9.0	10.3	9.2	10.1	10.4	8.3	8.9
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	9.9	9.9	10.2	9.5	8.6	8.9	7.9	8.7	8.5	7.7	8.2	7.2	8.5
1977 dollars	-2.2	-2.5	-1.1	-.4	-.4	.6	-1.2	(3)	-1.5	-2.2	-1.4	-1.7	[5]
Mining[2]	11.9	12.6	11.1	12.4	9.5	10.9	9.8	8.8	10.7	7.7	10.8	7.6	7.7
Contract construction	9.8	8.6	9.1	7.4	6.9	6.7	6.7	7.1	6.8	8.5	9.4	8.9	14.1
Manufacturing	9.6	9.8	9.6	9.9	9.4	9.3	9.0	9.1	9.3	8.1	8.2	7.5	8.3
Transportation and public utilities	9.6	11.9	12.9	10.0	9.7	10.8	8.6	9.7	8.3	6.9	7.6	6.4	8.5
Wholesale and retail trade	8.7	9.1	9.3	8.9	7.9	8.3	7.1	7.5	8.1	6.1	6.1	5.3	5.3
Wholesale trade	8.9	9.4	10.5	10.4	9.2	9.5	8.3	9.5	7.4	7.8	7.6	6.1	8.0
Retail trade	8.6	8.9	8.6	8.1	7.2	7.7	6.4	6.4	6.4	5.1	5.3	4.9	3.9
Finance, insurance, and real estate	10.6	10.1	10.9	8.6	6.8	8.1	6.4	8.2	6.4	8.3	9.5	7.4	8.8
Services	11.5	10.7	10.8	10.1	8.6	8.7	7.5	9.5	8.8	8.9	9.9	8.7	10.2
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	11.4	9.8	10.0	9.3	8.3	7.9	7.9	8.7	5.6	4.7	5.6	4.1	-.4
1977 dollars	-.9	-2.7	-1.3	(4)	-.6	-.3	-1.2	(4)	-4.1	-5.0	-3.6	-4.8	-6.5
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-3.5	-5.0	-3.7	-2.4	-2.8	-2.5	-2.2	-1.1	-4.7	-4.7	-3.5	-4.2	[5]

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05 percent.

[4] No change.

p = preliminary.

[5] Not available.

Table 9. Rates of compensation and wage and salary change in the Employment Cost Index, from preceding quarter

Measure	Percent changes for 3 months ended III quarter 1981: Compensation	Percent changes for 3 months ended III quarter 1981: Wages and salaries
Civilian nonfarm economy[1]	2.6	2.5
Workers, by occupational group:		
White-collar workers	2.7	2.6
Blue-collar workers	2.3	2.4
Service workers	2.8	2.5
Workers, by industry division:		
Manufacturing	2.1	2.1
Nonmanufacturing	2.8	2.7
Services	4.4	4.4
Public administration[2]	4.3	3.8
Private nonfarm economy[3]	2.0	2.0
Workers, by occupational group:		
White-collar workers	1.8	1.8
Blue-collar workers	2.2	2.3
Service workers	1.9	1.8
Workers, by industry division:		
Manufacturing	2.1	2.1
Nonmanufacturing	2.0	2.0
State and local governments	5.3	5.0
Workers, by occupational group:		
White-collar workers	5.7	5.4
Blue-collar workers	4.2	3.9
Workers, by industry division:		
Services	5.8	5.5
Schools	6.0	5.7
Elementary and secondary	6.3	6.0
Hospitals and other services[4]	5.0	4.6
Public administration[2]	4.3	3.8

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

Table 10. Wage and salary rate changes in Employment Cost Index, from preceding quarter

(In percent)

Measure	1978	1979				1980				1981		
	IV	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	1.5	2.0	1.9	2.1	2.4	2.4	2.1	2.2	2.0	2.7	2.0	2.0
Workers, by occupational group:												
White-collar workers	1.2	1.9	1.7	2.3	2.4	2.4	1.9	2.1	2.0	3.1	1.9	1.8
Professional and technical workers	1.5	1.9	1.1	2.7	2.8	3.3	1.8	2.7	2.2	3.1	1.8	3.3
Managers and administrators	1.5	2.4	1.5	2.0	1.4	2.6	1.6	1.6	1.3	4.1	1.4	1.8
Sales workers	.1	-.2	4.2	.7	3.9	-.5	2.5	1.7	2.8	1.5	3.9	-2.0
Clerical workers	1.3	2.7	1.4	2.9	2.1	3.0	1.8	2.0	2.1	3.0	1.4	2.7
Blue-collar workers	1.9	1.9	2.3	2.0	2.5	2.3	2.5	2.4	2.1	2.0	2.4	2.3
Craft and kindred workers	1.6	2.1	2.1	2.2	1.9	1.7	2.4	2.8	2.2	1.8	2.2	2.9
Operatives, except transport	2.3	1.9	2.2	1.7	3.1	3.2	2.4	2.3	2.0	2.4	2.3	2.1
Transport equipment operatives	1.7	1.5	3.5	2.4	2.4	1.2	3.5	1.4	1.9	1.5	3.3	1.0
Nonfarm laborers	2.4	1.5	2.7	1.7	2.9	2.5	2.4	2.3	2.0	1.9	2.5	1.5
Service workers	.8	3.2	.9	1.1	1.8	3.5	1.1	1.7	1.5	4.7	.8	1.8
Workers, by industry division:												
Manufacturing	2.7	1.7	1.8	1.8	3.1	2.8	2.0	2.0	2.3	2.2	2.2	2.1
Durables	2.7	1.8	1.5	2.1	3.3	2.5	2.1	2.5	2.3	2.3	2.1	2.1
Nondurables	2.5	1.5	2.3	1.2	2.7	3.2	1.9	1.2	2.1	2.2	2.2	2.0
Nonmanufacturing	.8	2.2	2.0	2.3	2.0	2.2	2.1	2.3	1.9	3.0	2.0	2.0
Contract construction	1.1	1.3	2.6	2.0	1.1	1.2	2.9	2.9	1.5	1.8	2.4	3.0
Transportation and public utilities	1.9	2.6	1.6	2.9	2.0	2.5	2.3	3.2	2.7	2.3	2.3	2.0
Wholesale and retail trade	1.1	2.1	2.4	1.9	1.3	2.6	1.9	1.5	1.7	3.2	1.9	1.3
Wholesale trade	2.0	1.6	2.9	1.2	2.1	2.9	2.7	.9	3.2	2.7	1.5	2.0
Retail trade	.8	2.3	2.3	2.1	1.0	2.4	1.5	1.8	1.1	3.4	2.0	1.0
Finance, insurance, and real estate	*	3.1	3.2	1.9	4.3	.4	2.7	2.0	2.1	2.7	4.5	-1.7
Services	.7	2.1	1.1	2.6	2.5	2.7	1.6	2.5	1.6	4.0	.4	3.6
Workers, by region:												
Northeast	1.8	1.5	1.7	1.7	2.1	2.5	2.1	1.8	1.9	2.4	1.7	1.7
South	1.6	2.6	1.7	1.7	2.4	2.8	1.9	1.8	1.9	3.3	2.0	1.9
North Central	1.5	1.9	2.5	2.0	2.6	2.4	2.0	1.5	2.2	3.0	1.9	1.6
West	1.5	2.0	2.0	2.5	1.8	2.6	2.4	3.4	2.0	2.7	2.1	3.2
Workers, by bargaining status:												
Union	2.0	1.8	2.1	2.2	2.6	2.3	2.8	2.9	2.5	1.7	2.6	2.7
Manufacturing	2.7	1.7	2.0	1.9	3.4	2.6	2.8	2.8	2.4	1.7	2.3	2.6
Nonmanufacturing	1.4	1.9	2.2	2.5	1.7	2.0	2.8	3.0	2.6	1.7	3.0	2.8
Nonunion	1.1	2.1	1.9	1.9	2.3	2.5	1.7	1.8	1.8	3.3	1.8	1.6
Manufacturing	2.6	1.7	1.7	1.6	2.7	3.0	1.4	1.2	2.1	2.7	2.1	1.7
Nonmanufacturing	.5	2.3	2.0	2.1	2.1	2.3	1.9	2.0	1.7	3.5	1.7	1.8
Workers, by area:												
Metropolitan areas	1.6	2.0	2.0	2.2	2.5	2.1	2.2	2.3	2.0	2.6	2.1	2.1
Other areas	1.3	2.1	2.1	1.6	1.9	3.6	1.6	1.5	2.4	3.3	1.7	1.7

[1] Excludes private household workers.

* Not available.

Table 11. Wage and salary rate changes in Employment Cost Index, from same quarter a year earlier

(In percent)

Measure	1979				1980				1981		
	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	7.8	7.6	7.7	8.7	9.1	9.3	9.4	9.0	9.3	9.3	9.1
Workers, by occupational group:											
White-collar workers	7.3	7.0	7.4	8.6	9.2	9.3	9.1	8.7	9.3	9.4	9.2
Professional and technical workers	7.1	6.8	7.5	8.8	10.3	11.1	11.1	10.5	10.2	10.1	10.8
Managers and administrators	7.2	6.9	7.6	7.4	7.7	7.8	7.3	7.2	8.8	8.7	8.7
Sales workers	7.9	6.7	4.8	8.8	8.6	6.8	7.8	6.7	8.7	10.2	6.2
Clerical workers	7.4	7.4	8.5	9.4	9.6	10.1	9.2	9.1	9.2	8.8	9.5
Blue-collar workers	8.3	8.4	8.4	9.0	9.4	9.6	10.0	9.6	9.3	9.2	9.1
Craft and kindred workers	8.5	8.2	8.3	8.6	8.2	8.5	9.1	9.4	9.6	9.4	9.5
Operatives, except transport	7.8	8.6	8.3	9.2	10.5	10.7	11.3	10.2	9.4	9.3	9.1
Transport equipment operatives	9.3	8.3	9.5	10.2	9.8	9.9	8.8	8.2	8.6	8.4	8.0
Nonfarm laborers	7.9	8.6	8.5	9.1	10.1	9.9	10.5	9.5	8.8	9.0	8.1
Service workers	8.3	7.2	5.9	7.2	7.6	7.8	8.4	8.1	9.3	8.9	9.0
Workers, by industry division:											
Manufacturing	8.0	8.2	8.1	8.6	9.7	10.0	10.2	9.4	8.8	9.0	9.1
Durables	8.4	8.2	8.4	9.0	9.7	10.4	10.8	9.8	9.6	9.6	9.2
Nondurables	7.4	8.2	7.6	7.8	9.7	9.2	9.2	8.6	7.5	7.9	8.8
Nonmanufacturing	7.6	7.2	7.5	8.8	8.8	8.9	8.9	8.8	9.6	9.5	9.1
Contract construction	7.9	7.6	7.2	7.2	7.1	7.5	8.4	8.8	9.4	8.9	9.0
Transportation and public utilities	8.9	8.4	9.2	9.4	9.3	10.1	10.4	11.1	10.8	10.9	9.6
Wholesale and retail trade	7.3	7.0	7.7	7.9	8.4	7.8	7.4	7.8	8.5	8.5	8.2
Wholesale trade	6.6	7.7	7.8	7.9	9.4	9.2	8.9	10.0	9.8	8.5	9.7
Retail trade	7.6	6.7	7.7	7.9	8.0	7.3	6.9	7.0	8.0	8.5	7.7
Finance, insurance, and real estate	*	*	*	13.2	10.2	9.6	9.7	7.4	9.8	11.8	7.8
Services	7.0	6.4	6.6	8.5	9.2	9.8	9.6	8.7	10.1	8.8	10.0
Workers, by region:											
Northeast	6.8	6.9	6.9	7.3	8.3	8.7	8.9	8.6	8.5	8.1	7.9
South	8.6	8.3	7.7	8.5	8.8	9.0	9.3	8.8	9.3	9.4	9.4
North Central	7.5	7.8	8.2	9.4	9.9	9.3	9.2	8.8	9.4	9.2	9.0
West	7.9	7.7	8.2	8.5	9.2	9.6	10.6	10.8	10.9	10.7	10.4
Workers, by bargaining status:											
Union	8.2	8.3	8.4	9.0	9.5	10.2	10.9	10.9	10.2	10.1	9.9
Manufacturing	8.7	9.1	8.6	9.4	10.3	11.1	12.0	11.0	10.1	9.6	9.4
Nonmanufacturing	7.7	7.6	8.2	8.5	8.8	9.5	9.9	10.8	10.4	10.6	10.4
Nonunion	7.5	7.2	7.3	8.5	8.9	8.7	8.6	8.0	8.9	9.0	8.8
Manufacturing	7.3	7.4	7.7	7.9	9.3	9.0	8.6	7.9	7.6	8.4	8.9
Nonmanufacturing	7.6	7.1	7.1	8.8	8.8	8.6	8.6	8.1	9.4	9.2	8.8
Workers, by area:											
Metropolitan areas	7.8	7.7	7.9	8.9	9.1	9.3	9.5	9.0	9.5	9.4	9.1
Other areas	7.6	7.4	7.3	7.9	9.5	8.9	8.9	9.4	9.1	9.2	9.5

[1] Excludes private household workers.

* Not available.

Table 12. Rates of compensation change for selected series of the Employment Cost Index, by quarter

Measure	Percent changes for										
	3 months ended							12 months ended			
	1980				1981			1980	1981		
	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	2.7	2.3	2.3	2.1	3.6	1.9	2.0	9.8	10.7	10.3	10.0
White-collar workers	2.8	2.3	2.0	2.1	3.9	1.8	1.8	9.5	10.3	10.2	10.0
Blue-collar workers	2.4	2.5	2.7	2.1	3.0	2.3	2.2	10.1	10.7	10.5	10.0
Service workers	4.3	1.1	2.1	1.7	5.4	.7	1.9	9.4	10.5	10.1	9.9
Manufacturing industries	2.8	2.0	2.3	2.2	3.5	2.0	2.1	9.8	10.5	10.5	10.2
Nonmanufacturing	2.7	2.5	2.3	2.0	3.7	1.6	2.0	9.2	10.9	10.02	9.8

[1] Excludes private household workers.

Table 13. Average percent changes in wages and benefits in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending												
	1978		1979				1980				1981		
	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Wage and benefit adjustments:													
Over life of contract[3]	6.5	6.4	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.9	9.0
First year	9.8	8.3	8.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.6	11.1	11.0
Wage-rate adjustments in—													
All industries:													
Over life of contract[3]	6.4	6.4	6.3	6.7	6.1	6.0	6.1	6.1	6.9	7.1	7.3	7.9	8.6
Contracts with escalator clauses	5.2	5.3	5.3	5.3	4.7	4.6	4.6	4.3	4.9	5.0	5.2	5.6	5.8
Contracts without escalator clauses	7.0	7.0	8.9	7.9	8.0	8.0	8.2	9.1	10.1	10.3	10.3	10.5	10.0
First year	7.7	7.6	7.0	7.9	7.6	7.4	7.6	7.7	9.1	9.4	9.6	10.5	10.7
Contracts with escalator clauses	7.1	6.9	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.3	8.8	7.5
Contracts without escalator clauses	8.0	8.0	7.7	8.8	9.1	9.1	9.3	10.4	11.4	11.7	11.6	12.4	12.4
Manufacturing:													
Over life of contract[3]	6.1	6.6	6.9	7.6	5.8	5.4	5.3	4.9	5.1	5.5	5.5	6.0	6.4
First year	8.2	8.3	8.2	9.3	7.4	6.9	6.9	6.4	6.9	7.3	7.5	8.2	8.4
Nonmanufacturing:													
Over life of contract[3]	6.5	6.4	6.1	6.4	6.5	6.8	7.1	8.5	8.3	8.3	8.4	8.6	9.7
First year	7.5	7.4	6.8	7.4	7.8	8.0	8.6	10.2	10.7	10.9	10.9	11.3	11.9
Construction:													
Over life of contract[3]	6.0	6.2	6.4	8.0	8.2	8.3	8.4	10.0	11.3	11.5	11.6	11.9	11.4
First year	6.2	6.5	6.8	8.3	8.9	8.8	8.9	11.6	13.3	13.6	13.6	14.1	13.9

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Annual rate of change.

p = preliminary.

Table 14. Average percent changes in wages and benefits in major collective bargaining settlements[1] by year and by quarter[2]

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979		1980				1981			
							III	IV	I	II	III	IV	Ip	IIp	IIIp	IVp
Wage and benefit adjustments:																
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	9.2	6.1	6.0	6.7	7.4	7.2	6.1	9.4	10.8	9.3	5.6
First year	8.5	9.8	8.3	9.0	10.4	11.3	9.0	8.5	8.8	10.2	11.4	8.5	10.5	11.6	12.3	11.1
Wage-rate adjustments in—																
All industries:																
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	8.1	5.1	5.3	6.5	7.3	7.4	6.5	8.5	9.7	9.4	5.8
Contracts with escalator clauses	5.7	5.0	5.3	4.6	5.0	5.5	4.2	4.2	4.7	4.4	5.4	5.3	5.9	6.7	5.5	4.6
Contracts without escalator clauses	7.3	6.9	7.1	8.0	10.3	9.1	7.9	7.7	9.2	10.0	11.3	9.8	8.6	10.5	9.9	9.0
First year	8.4	7.8	7.6	7.4	9.5	10.1	6.8	6.3	8.2	9.1	10.5	8.3	7.2	11.8	11.8	9.3
Contracts with escalator clauses	8.4	8.0	7.1	6.2	8.0	8.2	6.1	5.2	6.5	6.7	9.5	7.2	7.4	7.6	7.3	9.1
Contracts without escalator clauses	8.3	7.6	8.0	9.1	11.7	10.8	9.3	8.7	10.8	11.2	12.7	11.5	7.1	12.6	12.2	9.9
Manufacturing:																
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.3	4.7	4.2	5.7	5.1	5.6	5.8	6.0	6.6	7.9	5.0
First year	8.9	8.4	8.3	6.9	7.4	7.3	6.3	5.6	7.2	6.7	8.4	7.8	6.7	8.1	9.4	6.0
Nonmanufacturing:																
Over life of contract[3]	6.6	6.0	6.4	6.6	8.3	9.0	6.9	7.5	7.9	9.7	7.6	6.0	7.7	10.3	10.1	5.7
First year	7.7	7.4	7.4	8.0	10.9	11.5	9.4	7.7	9.7	11.5	11.0	9.6	8.4	12.5	12.8	9.9
Construction:																
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	8.5	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7
First year	6.1	6.3	6.5	8.8	13.6	13.5	10.4	7.2	10.6	12.2	15.4	14.3	11.4	12.9	16.4	11.4

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increases, decreased, or not changed.

[3] Annual rate of change.

p = preliminary.

Table 15. Average percent wage-rate adjustments going into effect in major collective bargaining units

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979		1980				1981			
							III	IV	I	II	III	IV	Ip	IIp	IIIp	IVp
Total, all covered industries	8.1	8.0	8.2	9.1	9.9	9.1	3.3	1.6	1.6	3.3	3.5	1.3	1.6	3.0	3.2	1.3
Adjustments resulting from—																
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	1.0	.5	.4	1.0	1.7	.5	.4	1.1	.6	.4
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	1.0	.4	.5	1.4	1.2	.3	.6	1.3	1.5	.4
Escalator provision	1.6	1.7	2.4	3.1	2.6	2.6	1.2	.7	.7	.6	.7	.6	.6	.7	1.1	.4
Total in—																
Manufacturing	8.5	8.4	8.6	9.6	10.2	8.9	3.2	2.4	2.0	3.4	2.9	1.7	2.2	2.1	3.0	1.6
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.2	3.4	1.0	1.3	3.2	4.0	1.1	1.1	3.7	3.4	1.1
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.4	4.3	1.3	1.7	2.2	4.3	1.3	1.3	2.5	3.4	1.2
Construction	7.2	6.5	6.5	7.1	9.9	11.1	1.4	.4	.4	5.3	3.5	.6	.7	6.4	3.2	.6
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	5.9	1.4	1.2	2.5	5.5	1.5	1.0	2.1	4.1	1.3
Wholesale and retail trade	6.6	8.7	8.4	6.7	7.6	7.0	2.2	1.2	1.8	1.6	3.3	.6	1.9	1.3	3.0	.6
Services	5.7	6.7	8.8	7.0	8.1	8.5	1.4	2.1	1.4	2.9	2.2	1.6	1.1	3.0	2.6	1.7

[1] Data relate to private nonfarm industry agreements covering 1,000 workers or more and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

p = preliminary.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals

Table 16. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	January 81	10.0	9.8	10.7	10.5	10.1
Northeast	January 81	9.4	9.5	10.1	9.9	9.6
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 81	9.2	8.2	8.2	9.0	9.2
New York	May 81	9.5	10.3	8.0	8.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passiac	June 81	8.9	10.2	7.8	9.0	10.4
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 81	9.8	7.6	11.0	10.7	12.2
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	June 81	11.0	–	14.5	8.2	5.1
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.8	7.9	8.8
Worcester	April 81	9.5	6.5	10.7	9.4	7.0
York	February 81	9.8	11.1	13.6	11.2	11.0
South	January 81	10.6	10.1	11.1	10.9	10.0
Atlanta	May 81	9.4	13.8	13.7	10.9	9.3
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 80	13.4	9.5	11.7	12.0	9.5
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 81	11.1	11.0	10.8	9.6	8.7
Huntsville	February 81	10.8	–	13.6	12.0	9.7
Jackson	January 81	9.0	7.2	–	11.4	9.6
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	10.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 81	9.7	12.4	–	–	9.8
Washington	March 81	9.1	8.4	6.7	8.4	13.9
North Central	January 81	10.3	9.4	10.7	10.4	10.5
Chicago	May 81	9.7	9.8	9.2	9.2	9.7
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 81	12.5	11.7	12.7	10.8	11.2
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 81	9.7	8.4	9.1	8.9	9.8
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 81	10.4	10.1	11.2	9.2	9.7
Minneapolis-St. Paul	January 81	11.6	10.0	14.7	11.7	11.1

See footnotes at end of table.

Table 13. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.25	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 81	8.8	10.6	10.5	9.5	9.3
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 81	11.5	10.5	8.7	11.0	11.5
Wichita	April 81	10.7	7.8	14.1	12.2	10.9
West	January 81	9.9	9.9	11.8	11.9	10.4
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 80	10.8	11.0	12.9	11.0	10.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 81	9.0	7.7	–	11.5	11.6
Sacramento	December 80	9.2	–	–	11.4	9.3
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 80	12.0	12.0	12.5	11.9	9.4
San Francisco-Oakland	March 81	10.6	7.9	11.7	12.4	12.3
San Jose	March 81	11.3	10.9	9.1	12.1	9.3
Seattle-Everett	December 81	9.3	9.7	–	14.3	9.9

Index to 1981 Wage and Benefit Changes

The following references are to the latest wage and benefit actions listed in *Current Wage Developments* for units for workers within the scope of the publication. (See page 3.) The references are to 1981 issues, except where an earlier year is indicated in parentheses. Employers are generally listed alphabetically by the first letter of their names within each of the industry categories shown below. (Construction, wholesale and retail trade, and public administration are arranged alphabetically by State, then by employer name.)

Each reference cites the union as well as employer and identifies wage and benefit actions by these symbols: S = collective bargaining settlement; M = unilateral management decision; D = deferred wage change; E = cost-of-living escalator adjustment; and O = other. C = indicates correction.

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Star Supermarkets, Inc., UFCW, Oct., p. 22, D
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State and local government settlements	X						X			X		
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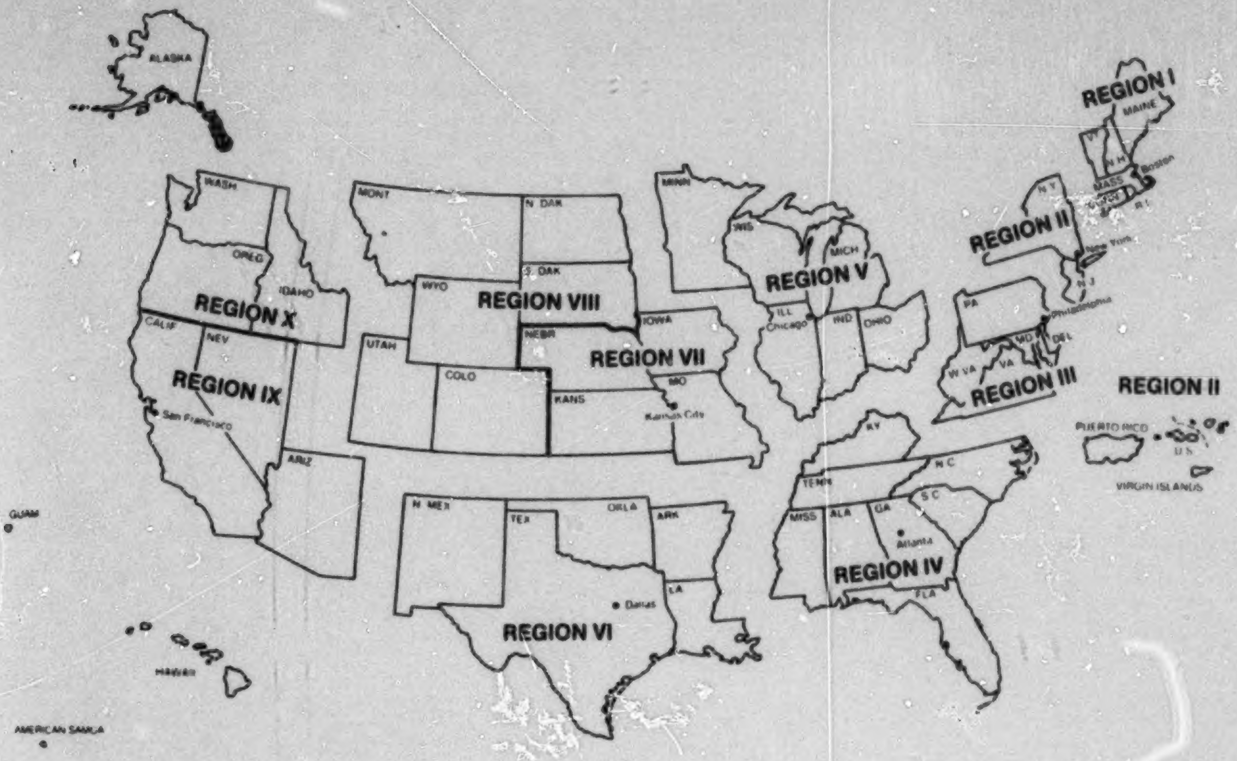

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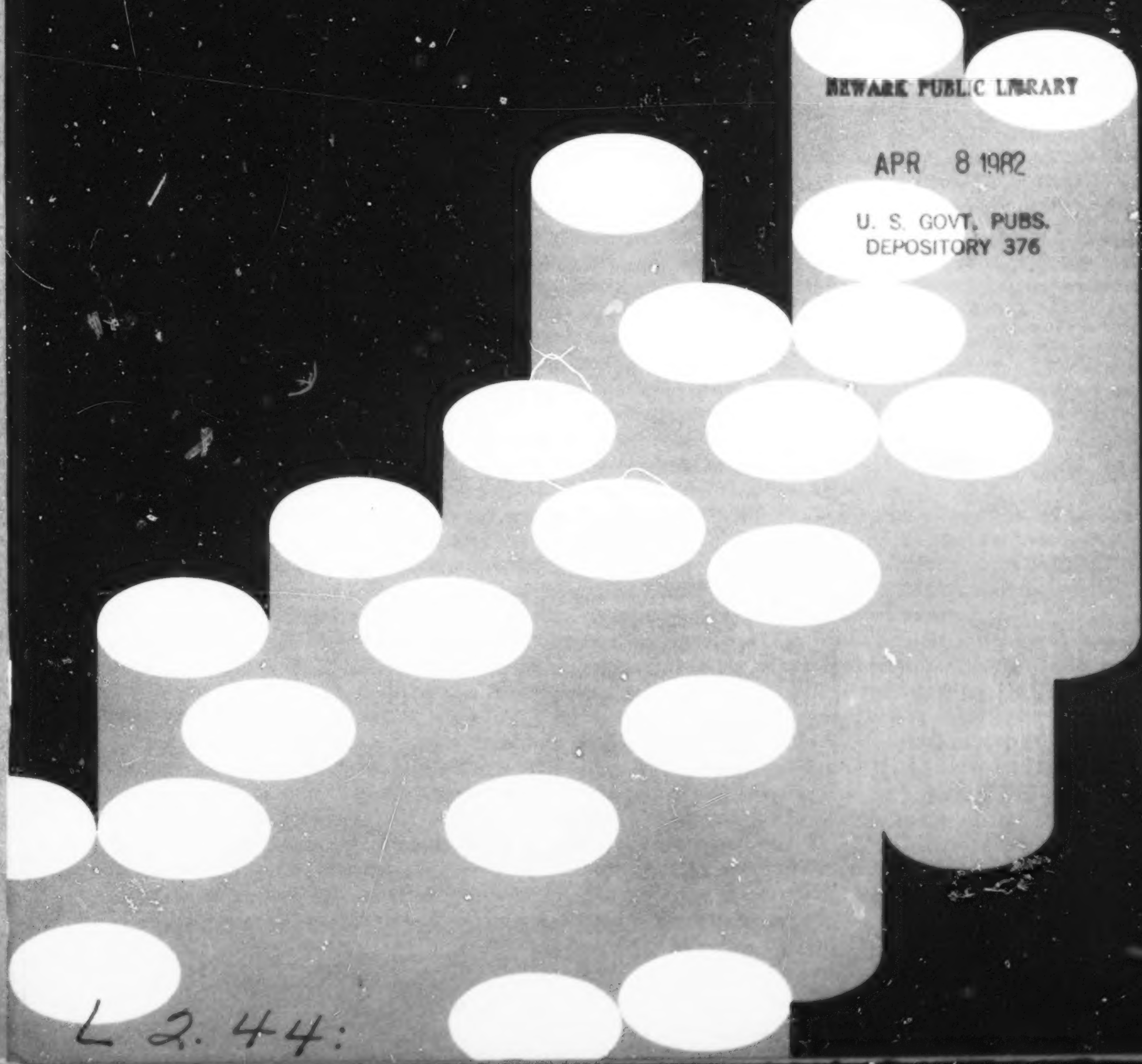
CURRENT WAGE DEVELOPMENTS

Includes Data for February 1982

U.S. Department of Labor
Bureau of Labor Statistics
March 1982



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A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1, 1985. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

March 1982 Volume 34 Number 3

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

Ford, UAW settle. The Big Three domestic automobile manufacturers moved into a three-tier labor cost structure when Ford Motor Co. and the Auto Workers negotiated a new contract that union president Douglas Fraser estimated could save Ford up to $1 billion over its 30½-month term. The first deviation from the uniform labor costs that had characterized the three companies since the mid-1950's had come in October 1979, when UAW members at Chrysler Corp. agreed to a less costly 3-year agreement than the virtually identical agreements the union negotiated with Ford and General Motors Corp. Subsequently, in January 1980 and in January 1981, Chrysler employees agreed to further reductions from the Ford-GM pattern to aid Chrysler's efforts to win Federal loan guarantees. Combined, the three sets of concessions for UAW members at Chrysler amounted to $1.068 billion.

These concessions, combined with the continuing slump in sales of domestic automobiles attributed to general economic conditions and to cost advantages enjoyed by Japanese and other foreign manufacturers, led GM and Ford to increasingly press the UAW for wage and benefit concessions during 1981. Faced by substantial layoffs, the UAW agreed to begin bargaining with the two companies in January. Normally, talks would not have started in July on renewal of the 1979 agreements, which were scheduled to expire September 14.

Talks began at GM on January 10, were broken off on January 20, resumed on January 26, and were again broken off 2 days later. Apparently, the major factor in the final break off was doubts by both parties that UAW members at GM would ratify compensation concessions. One major principle that emerged during the talks was a GM commitment to allocate the entire value of any concessions that would have been negotiated to reduce the prices of its vehicles. However, after the talks were terminated, a company official said that the commitment would not necessarily apply to concessions resulting from subsequent negotiations.

Ford did not make the same commitment because it was operating at a loss ($1.06 billion for 1981), unlike GM, which earned a profit of $333 million in 1981. The Ford talks began on January 10, were broken off on January 20, and resumed on February 1. The new agreement was reached on February 15 and approval by union members was announced on February 28. The vote tally was 43,683 to 15,933.

The new agreement, running from March 1, 1982, to September 14, 1984, did not provide for any specified pay increases. Under the 1979 accord, Ford workers had received a specified increase of 3 percent plus 24 cents an hour in September 1979, followed by 3-percent increases in September 1980 and 1981.

Although the 1982 settlement provided for continuation of the cost-of-living pay adjustment formula of 1 cent an hour for each 0.26-point movement in a composite (1967 = 100) price index derived from the official United States and Canadian government indexes, there were other changes that will slow the rise in Ford's labor costs. Under the revised clause, Ford gained some immediate relief because each of the first three quarterly cost-of-living adjustments was to be reduced by 2 cents an hour and the effective dates deferred for 18 months. This meant that the first adjustment, normally effective in March 1982, will not actually be put into effect until September 1983, when it will be combined with the quarterly adjustment regularly scheduled to be effective at that time. (If the calculated amounts of the first three adjustments, after deduction of the 6 cents, exceeds 60 cents, the excess amount will be effective on the "normal" date rather than being deferred 18 months.) Based on an assumed 7.5 percent annual rate of increase in the composite price index, the UAW estimated that employees' pay would increase a total of $1.99 an hour over the timespan ending with the last of the 10 quarterly adjustments in June 1984. This would bring hourly pay to $13.66 for assemblers and $15.83 for toolmakers.

Under the 1979 agreement, the workers had received a total of $1.98 in cost-of-living adjustments during the period ending with the December 1981 adjustment. This does not include a total of 10 cents that was diverted to help finance benefit improvements.

Another wage provision calls for new employees to start at 65 percent of the standard rate for his or her job and progress to the standard rate in three equal steps over an 18-month period. Previously, new employees started 60 cents below the standard rate and progressed to the standard rate within 90 days. Similarly, the new contract provides that new workers will have longer waits before they become eligible for certain supplementary benefits.

The major development in benefits was termination of the provision for paid personal holidays. Under the previous agreement, Ford workers had received 8 paid personal holidays in calendar year 1980, 9 in 1981, and had been scheduled to receive 9 in 1982. There was no change in the provision for regular paid holidays, except that the workers will no longer receive 1 extra day of holiday pay each December.

In return for the UAW's concessions on wages and benefits, Ford agreed to a number of contract changes intended to preserve jobs and to aid laid-off workers. These provisions, and other contract provisions, included—

- A 2-year moratorium on the closing of plants and other facilities that would have occurred as the result of "outsourcing"—the purchase of parts from other companies. Closings would continue to be permitted as a result of internal consolidations of operations or to balance production capacity with sales volume.
- Several Ford commitments regarding outsourcing, including pledges to make every effort to maintain its current work; to manage future employment reductions through attrition rather than layoffs; to experiment at two locations with a pilot "employment guarantee" project based on a "lifetime job security" concept that will apply to 80 percent of the employees at each of the locations; to review past outsourcing decisions and to inform the union in a timely manner of future decisions; and to join with the UAW in pressing the government to adopt the principle that foreign manufacturers should provide jobs, pay taxes, and support the economy of the market in which they sell.
- New preferential placement opportunities for workers who are affected by plant closing and do not already have transfer or "bumping" rights.
- The principle of equality of sacrifice, under which economic adjustments for hourly workers will be applied in a similar manner to salaried employees. A procedure also was adopted for resolving local union claims that proportionally fewer supervisors than production workers are laid off.
- Company-managed counseling and placement assistance programs to aid workers laid off because of plant closings, with the UAW to assist in developing and executing the programs.
- Establishment of a Guaranteed Income Stream for employees with at least 15 years of service who are laid off after the effective date of the contract and meet certain eligibility requirements. Payments will be equal to 50 percent of pay for 15 years of service, plus 1 percentage point for each additional year of service, to a maximum payment of 75 percent of gross weekly pay, or 95 percent of weekly after-tax pay, minus $12.50, whichever is less. The payments, which will be reduced by the full amount of contractual or government unemployment benefits and by 80 percent of earnings from other employment, will continue until the laid-off worker retires or reaches age 62. The period during which the participants draw guaranteed income payments will count as regular active service for pension purposes. They also will be covered by health and life insurance during the period.
- Establishment of a jointly-managed Training and Retraining Program to upgrade and broaden the skills of employees and displaced employees.
- Establishment of Mutual Growth Forums to give employees a voice in management decisions. The forums, which will operate at the national and plant levels, will undertake "advance discussion of certain business developments that are of material interest and significance to the union, the employees, and the company."

At the national level, the forum will examine and discuss such things as Ford's general operations and certain business developments. The director of the union's National Ford Department will be permitted to address Ford's board of directors twice a year.

At the plant level, the forums will be expected to meet at least quarterly to discuss such things as "the plant's general operation and certain business developments."

- A $70 million Ford advance to the SUB plan to permit the resumption of benefit payments to those laid-off workers whose payments had been terminated because the fund had fallen below the minimum level. In addition, Ford's regular payment into the fund will be increased by 3 cents for every compensated hour. Workers with 10 years of service will be eligible to earn enough credits to make them eligible for up to 104 weeks of SUB payments instead of the previous 52 weeks.
- Provision for payment of an improvement in pension benefit rates that had been scheduled for August 1, 1982, under the 1979 contract; a change in the special early retirement benefit (which is added to regular pension and continues to age 62) permitting workers to receive the $15 a month for each year of service up to 30 (was 25); and a change giving laid-off workers 5 years (was 2) to decide if they want to retire early.
- Adoption of a profit-sharing plan beginning with calendar year 1983. The plan, which covers production workers and those salaried employees who do not receive bonuses, provides for sharing that portion of Ford's profits on U.S. operations in excess of 2.3 percent of total sales. The distribution will equal 10 percent of that portion of the profit between 2.3 and 4.6 percent, plus 12.5 percent of the portion between 4.6 and 6.9 percent, plus 15 percent of profits over 6.9 percent.
- An increase in Ford's financing obligation for Part B medicare benefits to $12.20, $13, and $13.50 a month in August of 1982, 1983, and 1984, respectively.

The agreement, scheduled to expire on September 14, 1984, is subject to reopening on all economic terms after December 31, 1982, if retail deliveries in the United States of new cars and trucks produced or imported by Ford exceeds 1,925,000 units in 6 consecutive months.

In the wake of the Ford settlement, UAW leaders indicated that there was a possibility that they would resume talks with General Motors if sufficient support developed among the union's members. UAW President Douglas Fraser repeated his contention that it would be better tactically to settle early. "If GM doesn't get an agreement by September 1982, they could unilaterally change the terms of the agreement, and then we'd have the simple choice of working without an agreement under new economic dictates by the company or going on strike when the company has big inventories," he said.

While this internal discussion was going on, the UAW also was studying American Motors Corp's. proposal that its 15,000 production workers lend the company $150 million from scheduled future pay increases, which the company would start repaying, with interest, in 1984.

Teamsters' accord aids trucking industry. The economic plight of the organized trucking industry and its employees was reflected in a mid-January settlement between the Teamsters and several employer associations that did not provide for any guaranteed wage increases over the 38-month period. It also called for work-rule changes intended to reduce labor costs.

Union president Roy L. Williams said, "We are confident that we have produced a contract that will preserve the jobs of those now employed and will help regain the thousands of jobs lost through layoffs and business failures in the trucking industry." Arthur H. Bunte, president of Trucking Management, Inc., the industry's major bargaining arm, added that the agreement will "enhance our companies' ability to compete in a deregulated marketplace, referring to the influx of nonunion, lower-cost operators since passage of the Motor Carrier Act of 1980.

The new contract, which was effective March 1, 1982, superseding the remaining month of the 1979 agreement, also provided for revisions in the cost-of-living pay adjustment clause. Adjustments will continue to be at the rate of 1 cent an hour for each 0.3-point movement in the BLS-CPI-W (1967 = 100) but they will be annual (in April) instead of semiannual. Also, part or all of cost-of-living adjustments during the contract term will be diverted if needed to meet cost increases for maintaining existing health and welfare and pension benefits. If diversion of the entire amount of all the adjustments is insufficient to cover the benefit cost increases, the employers will be required to increase their current $90.50 a week total payment into the two benefit funds.

The first application of the diversion rule came with the April 1, 1982, cost-of-living adjustment, as the 225,000 employees were to receive only 25 cents of the 72 cents increase they would otherwise have received. (This adjustment—but not the diversion—actually resulted from the 1979 contract which provided for deferring to April 1, 1982—a day after that contract was scheduled to expire—the semiannual adjustment that would normally have been effective in October 1981.)

During the term of the 1979 agreement, employees received a total of $1.86 an hour in automatic cost-of-living pay increases plus $1.50 in specified increases not contingent on movement of a price index.

Some of the terms of the 1982 settlement were contained in 31 area agreements supplementing the National Master Freight Agreement which presented the general terms for all areas. The supplemental agreements, which varied somewhat from area to area, generally provided for new employees to start at 70 percent of the pay rate for their job and move in steps to the top rate after 3 years of service. Previously, new employees generally received the full pay rate immediately.

Another gain for the industry was a relaxation of the rules governing deliveries and pickups under the supplements. In most areas, over-the-road drivers will now be required to make one delivery and pickup within a city area if they are en route to their destination. The impact of this change will not be uniform because some supplements already allowed this and the change only applies to "truckload" shipments.

Other provisions favorable to employers in some of the supplements permit the adoption of "nonstandard" workweeks that eliminate premium pay for some weekend work; give individual employers greater flexibility in negotiating with their employees; and permit greater leeway in the determination of seniority for probationary employees.

Provisions favorable to the union included a ban on employers selling, leasing, transferring, or subcontracting part of their operations to evade the terms of the agreement, and extension of recall rights for currently laid-off employees to the March 31, 1985, termination date of the agreements. There also is a provision for reopening bargaining after April 1, 1984, "if the parties agree that the financial status of the industry has either substantially increased or decreased compared to the date of the ratification of this agreement."

Postal arbitration award. A collective bargaining impasse between the United States Postal Service and the Mail Handlers Division of the Laborers union ended in mid-January when an arbitration panel announced its binding decision. Under the 3-year award, the 37,000 employees received a $375 increase in annual pay retroactive to the July 1981 termination date of the prior contract, followed by $375 increase in July of 1982 and 1983. They also will receive $100, $200, and $300 bonus payments on the respective dates. In addition, the award provided for retention of the automatic cost-of-living pay adjustment formula.

Union spokesman James LaPenta pointed out that the $1.125 in basic pay increases exceeded the $900 total negotiated by other postal unions in 1981. (See *Current Wage Developments,* August 1981, p. 1.) He also said that the award proves that arbitration can be "an extension of the collective bargaining process—not something detrimental to the collective bargaining process."

Railroad pay cut. Plans to return the bankrupt Milwaukee Railroad to profitability by 1985 moved forward, as a Federal District Court approved a 7-percent wage reduction that will apply to 7,000 persons, including both management employees and members of about 13 unions. In addition to negotiating the pay cut for their members, the unions also agreed to reductions in train crew sizes expected to result in the layoff of more than 500 workers within 6 months.

The pay cut, scheduled to extend to the end of 1984, was expected to save the railroad $44 million and the reduction in crew size was expected to save $56 million over a 5-year period. In his recovery plan, bankruptcy trustee Richard Oglvie projected that in 1985 the railroad would be a 2,900 mile system with about 6,000 employees. In 1977, when the bankruptcy proceedings began, the railroad had 10,000 miles of track and 11,000 employees.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Kellogg Co. Omaha, Nebr.; San Leandro, Calif.; Memphis, Tenn.; and Lancaster, Pa. Grain Millers—2,175	See next column 9/27/81	3-year agreement negotiated 9/81 provided: 30 cents general wage increase 4/1/82, 3 percent 4/1/83 and 30 cents 4/1/84; $2.60 hour cost-of-living allowance rolled into base rates and cost-of-living clause continued to provide 1 cent for each 0.3-point movement in the BLS-CPI (effective 12/81, a 13-cent increase was generated by the clause, based on the Nov. 1981 index); 19 cents hour 2d and 26 cents 3d (were 17 and 19 cents) night shift premiums; 3 weeks' paid vacation after 5 years credited service (was 6); full vacation eligibility based on 26 weeks of work in previous calendar year (was 36); life insurance increased $3,000 for levels at $12,000 coverage and above; voluntary life insurance coverage available to employees, their spouses and dependents if a sufficient number enroll—employees pay premium; $500,000 (was $250,000) lifetime major medical; full coverage of private room in hospitals only providing private rooms; $35 (was $30) mental or nervous disorder coverage for visits to doctor; revised coverage for dependents attending accredited educational institution; effective 1/1/82, $750 dental coverage per year (was $600), $1,100 (was $900) lifetime maximum benefit for orthodontic; savings and investment plan—company matches employee contribution up to 5 percent of pay, with maximum employee contribution permitted to 10 percent, and employee may change investment mix once each quarter (was once each calendar year); severance pay option established for employees displaced as a result of job discontinuance; lump-sum available to employees eligible for normal retirement and employees eligible for early retirement supplement displaced as a result of job discontinuance; $10 (was $9) month pension per year of past service, $19 month for future service 1st year, $20 in 2d year and $21 in 3d year; $275 (was $250) month disability pension; see CWD Nov. 1981.
Kellogg Co. Battle Creek, Mich. Grain Millers—2,500	See next column 9/27/81	3-year agreement negotiated 9/81 provided: benefit changes generally similar to Kellogg Co. listed above; provision for wage reopener in 4/82; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Confectioners Industrial Relations Board, Inc. New York, N.Y. Bakery, Tobacco and Confectionery Workers—1,100	65 cents 10/1/81	3-year agreement negotiated 10/81 also provided: 65 cents 10/1/82 and 70 cents 10/1/83; see CWD Apr. 1981.
General Foods Corp., Jell-o Dover Operations Dover, Del. Food and Commercial Workers—1,000	50-75 cents 10/1/81	3-year agreement negotiated 10/81 also provided: 10 cents 4/82, 50 cents 10/82, 50-75 cents 10/83 and 10 cents (15 cents for labor grade 11) 4/84; see CWD Apr. 1981.
Smithfield Packing Co. Smithfield, Va. Food Processors (Ind.)—1,100	55 cents 12/14/81	42-month agreement ratified 12/16/81 also provided: 45 cents increase in 12/82, 25 cents in 12/83 and 15 cents in 12/84; 5 weeks of paid vacation after 30 years (was 35) credited service, improved major medical benefits; $6 (was $5) month pension per year of credited service after 1981; no recent listing.
Campbell Soup Co. Paris, Tex. Food and Commercial Workers—1,250	9 percent 12/14/81	2-year agreement negotiated 12/81 also provided: 50 cents 12/82; see CWD Dec. 1980.
Del Monte Corp. Salem, Oreg. and Vancouver, Wash.	4.2 percent 12/81	Automatic semiannual cost-of-living adjustment; see CWD July 1981.
Sugar plantation companies Hawaii Longshoremen (ILWU-Ind.)—7,500	10 percent 2/1/82	Increase negotiated 2/81 as a result of an early renewel of a contract scheduled to expire 1/31/82; see CWD May 1981.
APPAREL AND OTHER TEXTILE PRODUCTS		
Shirts, pants and outwear manufacturers National Clothing and Textile Workers—30,000	10 cents 9/1/81	Automatic annual cost-of-living adjustment; previously received 10 cents on 9/1/80; see CWD Oct. 1979.
Clothing Manufacturers Assn. of USA Clothing and Textile Workers—80,000	10 cents 10/1/81	Automatic annual cost-of-living adjustment; see CWD Nov. 1980.
Infant and Juvenile Manufacturers Assn., Inc. New York, N.Y., area Clothing and Textile Workers—3,000	35 cents 11/2/81	3-year agreement negotiated 11/81 also provided: 35 cents an hour wage increase on 11/1/82 and 35 cents on 11/7/83; 10th paid holiday; see CWD Nov. 1980.
Farah Manufacturing Co., Inc. El Paso, Tex. Clothing and Textile Workers—4,000	10 cents 2/18/82	Deferred increase negotiated 2/17/80 (CWD Feb. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
LUMBER AND WOOD PRODUCTS		
Kroehler Manufacturing Co. National Upholsterers—1,100	26 cents 2/1/82	Automatic semiannual cost-of-living adjustment; no recent listing.
Masonite Corp. Laurel, Miss. Woodworkers—1,500	6.5 percent 1/15/82	Negotiated 1/82 under wage reopener of 3-year agreement negotiated in 1980; previously received 50 cents increase on 1/15/80 and 8.5 percent on 1/15/81; see CWD Dec. 1978 for latest listing.
Industrial Relations Council of Furniture Manufacturers of Southern California Carpenters and Joiners—1,500	8 percent 2/1/82	Deferred increase negotiated 2/80 (CWD Sept. 1979).
PAPER AND ALLIED PRODUCTS		
The Mead Corp. Kingsport, Tenn. Steelworkers—900	9 percent 1/25/82	3-year agreement negotiated 1/25/82 also provided: 8 percent increases in both 2d and 3d years; 12th paid holiday; dental plan established; see CWD Apr. 1979.
PRINTING AND PUBLISHING		
Time, Inc. New York, N.Y. Newspaper Guild—1,200	See next column 2/1/82	43 cents deferred increase negotiated 3/81 plus 2 percent cost-of-living adjustment; see CWD Feb. 1980.
New York Times New York, N.Y. Newspaper Guild—2,100	$1.21 3/31/82	Deferred increase negotiated 5/81 (CWD Dec. 1981); see CWD Apr. 1980.
Daily News New York, N.Y. Newspaper Guild—1,120	$1.21 3/31/82	Deferred increase negotiated 5/7/81 (CWD Dec. 1981); see CWD Nov. 1978.
Publishers Assn. of New York City (deliverers) Newspaper and Mail Deliverers—1,200	$1.06 3/31/82	Deferred increase negotiated 10/81 (CWD Dec. 1981).
Publishers Assn. of New York New York, N.Y. Typogrical Union—2,500	2.7 percent 12/1/81	Automatic quarterly cost-of-living adjustment; previously received 3.2 percent cost-of-living adjustment in 9/81 and 1.6 percent in 6/81; no recent listing.
CHEMICALS AND ALLIED PRODUCTS		
PPG Industries, Inc., Chemical Div. Lake Charles, La. Machinists—1,100	73 cents 5/15/79	1-year agreement negotiated 5/15/79 also provided for establishment of a dental plan; see below.
PPG Industries, Inc. Chemical Div. Lake Charles, La. Machinists—1,250	See next column 5/15/80	2-year agreement negotiated 5/15/80 provided for percent plus 52 cents increase 5/15/80 and 10.2 percent increase effective 5/15/81; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
STONE, CLAY, AND GLASS PRODUCTS		
Owens—Illinois, Inc. Vineland, N.J. Flint Glass Workers—1,350	See next column 10/16/81	Deferred increase negotiated 10/80 (CWD Jan. 1981) consists of 55 cent general wage increases with added 2 cents special classification adjustments and additional 5 cents to skilled trades; see below.
Owens—Illinois, Inc. Vineland, N.J. Flint Glass Workers—1,350	3 cents 10/16/81	Automatic annual cost-of-living adjustment.
Owens—Illinois, Inc., Libbey Products Plant Toledo, Ohio Flint Glass Workers—1,000	11 cents 10/1/81	Automatic annual cost-of-living adjustment see CWD Jan. 1981.
PRIMARY METAL INDUSTRIES		
National-Standard Co. Worcester, Mass.; Clifton, N.J.; Akron, Ohio; and Niles, Mich. Steelworkers—1,200	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see below.
Asarco, Inc. Tex., Ariz., and Wash. Steelworkers; Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.)—3,500	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Asarco, Inc. (lead and zinc facilities) Tex., Nebr., Mont., Colo., N. Mex., and Idaho Steelworkers—1,400	Avg. 25 cents 1/1/82	Deferred increase negotiated 1/81 (CWD Apr. 1981); see below.
Asarco, Inc. (lead and zinc facilities) Tex., Nebr., Month., Colo., N. Mex., and Idaho Steelworkers—1,400	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 23 cents 4/1/81, 19 cents 7/1/81, and 25 cents 10/1/81.
Phelps Dodge Corp. (smelting and refining operations) Various locations Steelworkers and other unions	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Kennecott Corp. (was Kennecott Copper, Corp.)—smelting and refining operations Various locations Steelworkers and 22 other unions	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Kennecott Corp. (skilled trades) Various locations Steelworkers and 22 other unions	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
American Steel Foundries, a Division of Amsted Industries, Inc. Alliance, Ohio; Hammond and East Chicago, Ind.; and Granite City, Ill. Steelworkers—4,000	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
National-Standard Co. Worcester, Mass.; Clifton, N.J.; Akron, Ohio; and Niles, Mich. Steelworkers—1,200	34 to 43 cents 10/1/81	Increase consists of 24 cents automatic quarterly cost-of-living adjustment and 10 to 19 cents deferred increase (10 cents general increase plus 0.5-cent increase in increment between 19 job classes) under 3-year agreement negotiated 9/30/80; agreement also provided for 20 to 38 cents increase on 10/1/81 (20 cents general increase plus 1 cent increment increase) and 10 to 19 cents on 10/1/82 (10 cents general increase plus 0.5-cent increment increase); 77 cents of cost-of-living allowance incorporated into base rates and escalator clause revised to provide quarterly adjustments in Jan., Apr., etc. (was Feb., May, etc.), with 6 cents witheld from the 1/81 adjustment, resulting in a net 22 cents—other adjustments were 24 cents on 4/1/81 and 19 cents on 7/1/81; pension, insurance and SUB benefits generally similar to those in Steelworkers settlement with 9 major basic steel companies (CWD May 1980); see CWD May 1977.
Amax, Inc., U.S. Metals Refining Co. Div. Carteret, N.J. Steelworkers—1,400	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Lone Star Steel Co. Lone Star, Tex. Steelworkers—4,300	45 cents to $1.35 10/15/81	Increase consists of 45 cents general increase plus 3-cent increase in increment between 31 job classes; deferred increase under 3-year contract negotiated 10/14/80; previously received $1.20 to $1.74 10/15/80, 50 cents 4/15/81, 42.5 cents 4/15/82, 45 cents to $1.35 increase 10/15/82 (45 cents general increase plus 3-cent increment increase), and 45 cents 4/15/83; new employees hired at job class 7 or below receive $1 an hour less than regular rate during 1st 2 months, 75 cents less during 3d to 4th months, and 50 cents less from 4th to 6th months; 30 cents and 45 cents (were 20 and 30 cents) 2d and 3d shift differentials; other provisions include increased pension benefits for active and retired employees; increased hospitalization and optical care insurance; paid funeral leave (maximum 3 days) established; $3 (was $2) meal reimbursement after working 12 hours; $40 safety shoe allowance both 11/1/80 and 4/1/82 for employees with 1 year service; see CWD Sept. 1979.
Magma Copper Co. (smelting and refining operations) San Manuel and Superior, Ariz. Steelworkers and other unions —4,500	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Teledyne Wah Chang Albany, a subsidiary of Teledyne, Inc. Millersburg (Albany), Oreg. Steelworkers—1,050	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment under 3-year agreement ratified 8/1/80 previously received 15 cents adjustment 10/1/80, 22 cents 1/1/81, 24 cents 4/1/81, 19 cents 7/1/81 and 24 cents 10/1/81 as a result of continuation of cost-of-living clause; other provisions include 25 cents general wage increase 8/1/80, 1 cent to 18 cents 8/1/81 and 8/1/82, resulting from 1 cent increase in increment between 19 job job classes; pension plan revisions include $20.50 month (was $20) for each year's credited service to age 70 (was 65), $21 8/1/81 and $21.50 8/1/82; established survisorship benefits for spouse of deceased employees who had at least 3 years continuous employment; $22,000 (was $17,000) life insurance with continued double indemnity for AD&D, spouse life insurance increased to $10,000; improved hospital-surgical-medical benefits for retirees and spouses, established retiree dental and vision care coverage effective

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
		at age 55; 8/1/81 $1,000 maximum on dental benefit schedule, $700 maximum on orthodontic care; 5 paid days (was 3) for death of spouse or children; $4.50 (was $3) mileage pay for call-back before or after daily work schedule; see CWD Aug. 1980.
FABRICATED METAL PRODUCTS		
Kohler Co. Kohler, Wis. Automobile Workers—3,500	10 cents 1/4/82	Automatic quarterly cost-of-living adjustment; (net amount after 2 cents diversion); see CWD Dec. 1981.
MACHINERY, EXCEPT ELECTRICAL		
J.I. Case Co. Various locations Automobile Workers—7,700	22 cents 12/6/81	Automatic quarterly cost-of-living adjustment, previously received 22 cents cost-of-living adjustments in 3/81, 6/81 and 9/81; no recent listing.
Colt Industries, Inc., Pratt & Whitney Machine Tool and Small Tools Divs. and Chandler Evans Div. West Hartford, Conn. Automobile Workers—1,000	8.5 percent 2/19/82	Deferred increase negotiated 2/19/80 (CWD Oct. 1980).
Chicago Pneumatic Tool Co. Utica, N.Y. Machinists—1,200	5 cents 1/4/82	Automatic cost-of-living adjustment; previously received 19 cents in 10/81, 17 cents in both 4/81 and 1/81; no recent CWD listing.
Mesta Machine Co. West Homestead, Pa. Steelworkers—1,000	17 cents 11/1/81	Automatic quarterly cost-of-living adjustment; previously received 12 cents cost-of-living adjustments in 8/81 and 5/81; see CWD Mar. 1980.
Reed Tool Co. Houston, Tex. Steelworkers—1,300	6 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
Rheem Manufacturing Co., Fort Smith Plant Fort Smith, Ark. Steelworkers—1,200	5 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents in 11/81, 16 cents in 9/81, 16 cents in 5/81, and 17 cents in 2/81; see CWD Oct. 1980.
Avco Corp., New Idea Div. Coldwater, Ohio Steelworkers—1,125	22 cents 2/1/82	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1981.
Wean Industries, Inc. Youngstown, Ohio Steelworkers—1,800	6 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
FMC Corp., Bearing and Chain Div. Indianapolis, Ind. Automobile Workers—2,000	11 cents 1/4/82	Automatic quarterly cost-of-living adjustment in 10/81, 15 cents in 7/81 and 17 cents in 4/81; see CWD Oct. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Gardner-Denver Co. Quincy, Ill. Machinists—1,100	3 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 20 cents cost-of-living adjustment in 11/81, 15 cents in 8/81, 16 cents in 5/81, and 17 cents in 2/81; see CWD Sept. 1980.
Caterpillar Tractor Co. Joliet, Ill. Machinists—5,700	13 cents 1/16/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents cost-of-living adjustment in 10/81, 18 cents in 7/81 and 24 cents in 4/81; see CWD Nov. 1980.
Briggs & Stratton Corp. Milwaukee, Wis. Allied Industrial Workers—10,500	.7 percent 8/1/81	Automatic annual cost-of-living adjustment; see CWD Oct. 1981.
Outboard Marine Corp. (Evinrude Motor Div.) Milwaukee, Wis. Steelworkers—1,000	6 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Allis-Chalmers Corp. Independence, Mo. Steelworkers—1,800	See next column 2/82	3 percent deferred increase negotiated 2/11/80 plus 13 cents automatic quarterly cost-of-living adjustment; previously received 3 percent deferred increase on 2/13/81 and 65 cents in 2/80, plus 25 cents quarterly cost-of-living adjustment in 11/81, 20 cents in 8/81, 23 cents in 5/81, and 22 cents in 2/81; see CWD Sept. 1979 for latest listing.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Champion Spark Plug Co. Toledo and Cambridge, Ohio; Hellertown, Pa.; Detroit, Mich. and Burlington, Iowa Automobile Workers (Ind.)—4,300	24 cents 12/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Whirlpool Corp., Fort Smith Div. Fort Smith, Ark. Allied Industrial Workers—2,550	10 cents 12/28/81	Automatic quarterly cost-of-living adjustment; previously received 19 cents cost-of-living adjustment 9/28/81; see CWD Oct. 1981.
TRANSPORTATION EQUIPMENT		
AMCAR, Div. of ACF Industries, Inc. Various locations Steelworkers—2,000	6 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Pullman Standard, Div. of The M.W. Kellog Co. (Previously a division of Pullman, Inc.) Hammond, Ind.; Chicago, Ill.; and Butler, Pa. Steelworkers—4,800	25 cents 1/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustments effective in 4/81 and 6/81 and 21 cents in 10/81; see CWD Aug. 1981.
Beech Aircraft Corp. Wichita, Liberal and Salina, Kans.; and Boulder, Colo. Machinists—6,000	See next column 8/2/81	3-year agreement negotiated 8/81 provided: average 50.5 cents general wage increase 1st year plus 14 cents cost-of-living "travel" increase and an average 45 cents effective in both 2d and 3d years; $2.16 hour cost-of-living generated by the previous contract folded into base rates and clause continued providing quarterly adjustments of 1 cent for each 0.3-movement in the BLS-CPI-W (1967 = 100); increases generated by the clause were 7 cents in 9/81 and 21 cents in 12/81; improved pension benefit; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Rockwell International, Automotive Operations New Castle, Pa., and Logansport, Ind. Steelworkers—1,075	17 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
General Dynamics Corp., Electric Boat Div. Groton, Conn. Metal Trades Council—11,000	See next column 12/81	3-year agreement negotiated 12/81 superseding the balance of a contract scheduled to expire 7/1/82 provided: 25 cents 1/3/82, 20-75 cents 7/1/82, 30-65 cents 7/1/83, 30-60 cents 7/1/84 and guaranteed 10-cents cost-of-living adjustments on both 11/27/83 and 12/2/84; $100 payment to each employee in settlement of several thousand grievances filed over job assignments; $14 (was $12) month pension for each year of credited service; adopted a "magic 85" pension clause permitting workers to retire when their age and years of service total 85; see "Wage Highlight" section in CWD Feb. 1982.
Piper Aircraft Corp. Lock Haven, Pa. Machinists—1,600	12 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents cost-of-living adjustments in 5/81 and 8/81; see CWD June 1981.
General Dynamics Corp. (clerical and technical empls.) Fort Worth, Tex. Office and Professional Employees—1,500	3 percent 11/1/81	3-year agreement negotiated 11/81 also provided: 3 percent increases in both 2d and 3d years; $2.20 hour cost-of-living allowance rolled into base rates; escalator clause continued to provide 1 cent for each 0.3-movement in the BLS-CPI; revised vacation schedule; improved health and welfare benefits; $14 (was $12) month pension per year of credited service; no recent listing.
Jeep Corp. Toledo, Ohio Automobile Workers—5,750	20 cents 12/81	Automatic quarterly cost-of-living adjustment; previously received 21 cents cost-of-living adjustment 3/80, 30 cents 6/80, 24 cents 9/80, 15 cents 12/80, 21 cents 3/81, 20 cents 6/81 and 20 cents 9/81; 3-year agreement also provided for 3 percent specified wage increases on 2/1/80, 2/1/81 and 2/1/82; no recent listing.
General Electric Co. Evendale, Ohio Machinists—4,700	25 cents 12/28/81	Automatic semiannual cost-of-living adjustment; previously received 38 cents cost-of-living adjustment 7/79, 24 cents 12/79, 37 cents 6/80, 26 cents 12/80 and 25 cents 6/81; see CWD June 1981.
Borg-Warner Corp., Warner Gear Div. Muncie, Ind. Automobile Workers—2,000	13 cents 1/4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents cost-of-living adjustment in 4/80, 20 cents in 7/80, 10 cents in 10/80, 18 cents in 1/81, 20 cents in 4/81, 19 cents in 7/81 and 25 cents in 10/81; see CWD Feb. 1981.
INSTRUMENTS AND RELATED PRODUCTS		
Timex Corp. Waterbury, Conn. Waterbury Watch Workers—1,000	7 percent 10/12/81	2-year agreement negotiated 10/5/81 also provided: 7.75 percent wage increase on 10/11/82; $11.50 month pension for each year of credited service (was $10.50); $10,500 life insurance (was $9,500); $110 week sickness and accident benefit (was $100), increasing to $120 in 2d year; $40,000 maximum major medical, (was $30,000); see CWD Nov. 1980.
Sperry Rand Corp. Great Neck, N.Y. Electrical Workers—(IUE)—3,800	6 percent 9/81	Automatic quarterly cost-of-living adjustment; previously received 2 percent cost-of-living adjustment 2/1/81; see CWD Feb. 1976.
Xerox Corp. Rechester, N.Y. Clothing and Textile Workers—4,500	28 cents 12/81	Automatic quarterly cost-of-living adjustment; previously received 31 cents cost-of-living adjustment on 6/1/81 and 26 cents on 9/1/81; see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
INSTRUMENTS AND RELATED PRODUCTS—Continued		
Ametek Inc., U.s. Gauge Div. Sellersville, Pa. Machinists—1,200	11 cents 12/7/81	Automatic quarterly cost-of-living adjustment; previously received 12 cents cost-of-living adjustment on 3/1/81, 13 cents on 6/1/81 and 14 cents on 9/14/81; see CWD Sept. 1981.
Lear-Siegler, Inc. Instrument Div. Grand Rapids, Mich. Automobile Workers—1,100	13 cents 12/1/81	Automatic quarterly cost-of-living adjustment; previously received 17 cents cost-of-living adjustment on 6/1/81 and 21 cents 9/1/81; see CWD May 1981.
MISCELLANEOUS MANUFACTURING		
Jewelry Manufacturers' Assn., Inc., Associated Jewelers, Inc., and independent firms New York, N.Y. Jewelry Workers—2,000	23 cents 3/1/81	Automatic annual cost-of-living adjustment; see CWD July 1980.
Kenner Products Div. of CPG Products Corp. (formerly Div. of General Mills Fun Group) Cincinnati, Ohio Allied Industrial Workers	43 cents 2/1/82	Deferred increase negotiated 4/80 (CWD Nov. 1980).

NONMANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION		
Southern Dredge Owners Assn. Southern Maryland to Florida Operating Engineers—1,800	9 percent 2/1/82	Deferred increase negotiated in 4/81 (CWD May 1981).
Association of Mechanical Contractors Atlanta, Ga. Plumbers—1,200	20 cents 2/1/82	Deferred increase negotiated in 1979 (CWD Sept. 1979).
Arizona Steel Field Erectors Assn. Arizona Ironworkers—1,600	60 cents 2/1/82	Deferred increase negotiated in 8/80 (CWD Nov. 1980).
Associated Roofing Contractors of the Bay Area Counties, Inc. 10 San Francisco, Calif. area counties (excluding Santa Clara) Roofers—1,000	See next column 8/1/81	$2.38-$2.49 automatic annual cost-of-living adjustment (varying by union local) of which $1.43-$1.96 was applied to wages and the balance to fringe benefit funds; previously received $1.28-$1.34 annual cost-of-living adjustment on 8/1/80 of which $0.33-$1.01 was applied to wages and the balance to fringe benefit funds; see CWD Nov. 1979.
Southern Illinois Contractors Assn., Southern Illinois Builders Assn., and independent companies Southern Illinois Operating Engineers—3,000	25 cents 2/1/82	Deferred increase negotiated in 8/81 (CWD Oct. 1981).

Continued—Selected wage and benefit changes

CONSTRUCTION—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Floor covering associations Los Angeles, Calif. Painters—1,500	40 cents 2/1/82	Deferred increase negotiated in 8/80 under 3-year agreement which also provided: $1.70 on 8/1/80, 30 cents 2/1/81, $1.25 on 8/1/81, $1.30 on 8/1/82; and 50 cents 2/1/83; 80 cents to vacation/holiday fund 8/1/80 (was 75), 88 cents 2/1/81, 93 cents 8/1/81, $1.08 on 2/1/82, $1.13 on 8/1/82, and $1.30 on 2/1/83; $1.30 to pension fund 2/1/81 (was $1.20), $1.40 on 2/1/82, and $1.55 on 2/1/83; 86 cents to health and welfare fund 2/1/81 (was 75), 98 cents 2/1/82, and $1.12 on 2/1/83; first listing.
Painting and Decorating Contractors Assn. and others (Central Coast agreement) Santa Clara, San Mateo, San Benito, Santa Cruz, and Montery counties, Calif. Painters—2,200	$1 1/1/82	Automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 50 cents resulting from a rise in the CPI, the $1 was the maximum increase permitted by the contract for this adjustment; previously received $1 semiannual cost-of-living adjustment on 7/1/81 which also consisted of 50 cents guaranteed amount and 50 cents resulting from a rise in the CPI—the 7/1/81 increase was allocated as follows: 47 cents to wages, 10 cents each to beneficial and holiday funds (total 60 cents each), 12 cents to pension fund (total $2.12), 15 cents to health and welfare fund (total $1.65), 2 cents to work preservation fund (total 6), and 5 cents to dues checkoff (total 35); see CWD Mar. 1981.
Northern California Drywall Contractors Assn. (tapers agreement) Northern California Painters	$1 1/1/82	Automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 50 cents resulting from a rise in the CPI, the $1 was the maximum increase permitted by the contract for this adjustment; 7/1/81 adjustment same as for Central Coast agreement above; see CWD Mar. 1981.
Painting and Decorating Contractors Assn. San Francisco, Calif. area Painters—2,200	$1 1/1/82	Automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 50 cents resulting from a rise in the CPI, the $1 was the maximum increase permitted by the contract for this adjustment; 7/1/81 adjustment same as for Central Coast agreement above; see CWD Mar. 1981.
Painting and Decorating Contractors Assn. 10 East Bay counties, Calif. Painters	$1 1/1/82	Automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 50 cents resulting from a rise in the BPI, the $1 was the maximum increase permitted by the contract for this adjustment; 7/1/81 adjustment similar to adjustments under Central Coast agreement above, except 52 cents to wages instead of additional 5 cents to dues checkoff; no previous listing.

TRANSPORTATION AND PUBLIC UTILITIES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Class I railroads National Signalmen—8,600; Firemen and Oilers—8,400	See next column	39-month agreement negotiated 1/82 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent and 3 percent retroactive to 4/1/81 and 10/1/81, respectively, 3 percent 7/1/83; continued cost-of-living clause providing semiannual adjustments of 1 cent for each 0.3 point change in BLS-CPI-W (1967 = 100) starting 7/82 (32 and 35 cents adjustments were specified in contract for 7/81 and 1/82, respectively—the amount that would have been paid under formula) with semiannual and annual "caps" of 4 and 8 percent, respectively, and incorporation into base rates of cost-of-living allowance in effect 1/1/83 effective 12/31/83 out of 50 percent of allowance effective 6/30/84; 11th paid holiday 1983; 3 and 4 weeks' paid vacation after 8 (was 9) and 17 (was 18) years' service, respectively, starting 1982; establishment of 1 and 2 days of paid personal leave for employees with 8 and 17 years' service, respectively starting in 1982; $10,000 (was $6,00) life insurance, $8,000 (was $4,000) maximum AD&D, increased hospital-surgical-medical benefits, $500,000 (was $250,000) major medical expense maximum, increased dental benefits, and $75,000 (was $50,000) maximum for early retirement major medical plan starting in 1982; see CWD Apr. 1981.

Continued—Selected wage and benefit changes

TRANSPORTATION AND PUBLIC UTILITIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Conrail National Signalmen—2,400	See next column	39-month agreement which conformed to 5/81 understanding that employees would forego 10 percent of pay increases under subsequent national railroad settlement negotiated 1/82 by the Signalmen (see above listing) for the 4/1/81 through 12/31/81 period and 12 percent (last previous pay increase not recieved) for the 1/1/82 through 12/31/82 period; other terms same as national agreement; see CWD Jan. 1981.
Maritime Service Committee, Tanker Service Committee, American Maritime Assn., and indpendent companies National Masters, Mates, and Pilots	See next column	3-year agreement negotiated 10/81 provided: 7.5 percent 6/16/81, a 7.5-percent roll-back 10/5/81 (10/81 in exchange for vacation improvements) above those originally negotiated), 15.6 percent increase 6/16/82 (per 10/81 modification, rather than 7.5 percent originally negotiated), and 7.5 percent increase 6/16/83; cost-of-living adjustments in 12/82, 6/83, and 12/83 equal to two-thirds of percentage rise in BLS-CPI-W; substantial vacation improvements; improved health and benefit program including increased surgical, dental, and catastrophic medical benefits 6/81, extension of prescription drug benefits to active employees and their dependents (previously provided to pensioners only) 1/82, established pensioners dental and hearing aid benefits 1/82, and added "wage continuations program" 10/82 for employees totally disabled and unable to engage in any occupation (with up to 60 monthly payments); 2½ percent (was 2 percent) of pay pension computation for 21st year of service and each year thereafter (continued to be 2 percent for each of first 20 years) 6/81, 3 percent cost-of-living adjustments for pensioners on rolls not earning over Social Security minimum each year of contract, pension credit for years after age 65 for those retiring after 6/15/81, and other pension improvements; see CWD Jan. 1981.
Republic Airlines (clerical, office, fleet and passenger service employees) National Air Line Employees (ALPA)—6,200	10 percent pay cut 12/1/81	25-month agreement negotiated 11/80 (CWD Dec. 1980) was revised in 12/81 to provide pay cut and deferral of 5.2 percent increase that had been scheduled for 1/1/82 until 6/1/82 at which time wage rates negotiated in 11/80 agreement for 6/1/82 (a 7 percent increase had been scheduled for that date) would be restored—the 11/80 contract's amendable date of 12/1/82 was left unchanged; see CWD June 1981.
Republic Airlines/East (flight attendants) National Association of Flight Attendants (ALPA)—1,400	10 percent pay cut 1/1/82	6-month agreement negotiated 11/81; previously received 8.33 percent (approximate) increase on 5/1/81 under agreement negotiated 6/79 (CWD July 1980).
Western Airlines (pilots) National Air Line Pilots Association—1,600	10 percent pay cut 1/1/82	Agreement negotiated 1/82; first listing.
Western Airlines (flight attendants) National Association of Flight Attendants (ALPA)—2,300	10 percent pay cut 1/1/82	Result of 2/82 agreement which extended 10/80 contract (CWD Nov. 1980) until 12/31/82—this was the second extension of the 10/80 contract (the first, in 12/81, extended the 10/80 pact, originally amendable 11/30/81, to 7/1/82); see CWD June 1981.
USAir National Assn. of Flight Attendants (ALPA)—1,660	8.25 percent 2/1/82	13-month agreement negotiated 1/82 also provided: 3.5 percent wage increase 9/1/82; improved medical coverage; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Western Airlines (ground service) National Teamsters (Ind.)—1,900	See next column 1/1/82	Deferred increase of 5 percent negotiated 6/81 (CWD July 1981) plus 13 cents automatic quarterly cost-of-living allowance; see CWD Nov. 1981.
Western Airlines (clerical and agents) National Air Transport Employees (Ind.)—4,500	7 percent 1/1/82	Deferred increase negotiated 3/81 (CWD Apr. 1981); see CWD Aug. 1981.
Northwest Airlines (clerical, office, fleet, and passenger service workers) National Railway and Airline Clerks—3,200	$20 to $55 a month 1/1/82	Deferred increase negotiated 9/79 (CWD Aug. 1980); see CWD Aug. 1981.
American Broadcasting Co. National National Association of Broadcasting Employees and Technicians—2,790	See next column 4/1/81	4-year agreement negotiated 12/18/81 provided: $50 week retroactive to 4/1/81 and in each of 4/82, 4/83 and 4/84; see CWD Apr. 1980.
Industrial Refuse Collecting Contractors New York City, N.Y., area Teamsters (Ind.)—2,000	$35 week 12/81	3-year agreement negotiated 12/81 also provided: $26 week 2d year and $20 3d year; additional $3 week company contributions to insurance; 6 days' (was 4) sick leave; 30 days' (was 1 week) probationary period; employees required to pay for traffic violations; settlement preceded by 107-day strike; see CWD Dec. 1980.
Louisville Gas and Electric Louisville, Ky. Electrical Workers (IBEW)—2,700	10.8 percent 11/81	Automatic annual cost-of-living adjustment; see CWD July 1981.
Great Lakes Association of Stevedores Great Lakes area Longshoremen (ILA)—6,000	$1.20 hour 1/1/82	Deferred increase negotiated 2/81 (CWD Apr. 1981); see CWD Apr. 1981.
Basic steel industry shipowners Great Lakes area Steelworkers—1,600	23 cents 11/1/81	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
General Telephone Co. of Ohio Marion, Ohio Electrical Workers (IBEW)—1,250	7.8 percent 11/22/81	3-year agreement negotiated 11/81 also provided: 2.6 percent increase 5/23/82, 2.7 percent 11/21/82, 6.26 percent 5/22/83, 2.24 percent 11/20/83, and 5.58 percent 5/20/84; 5th week of paid vacation after 25 years' service; no previous listing.
General Telephone Co. of Wisconsin Wisconsin Communications Workers——1,500	See next column 1/82	2.5 percent deferred increase negotiated 1/81 (CWD May 1981) and 6.4 percent automatic annual cost-of-living adjustment.
San Diego Rock Products Assn. San Diego, Calif. Teamsters (Ind.)—1,000	30 cents 2/1/81	Deferred increase negotiated 8/80 (CWD Jan. 1981); see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE		
Shop-Rite, Pathmark, Grand Union, Foodtown, and Two Guys stores Northern N.J. and N.Y. United Food and Commercial Workers—16,000	26 cents 1/1/81	Automatic annual cost-of-living adjustment; previously received 32 cents annual cost-of-living adjustment on 1/1/80; see CWD Apr. 1980.
Automotive Parts Disbributors Assn. Inc. New York, N.Y., area Teamsters (Ind.)—1,300	47 cents 10/1/81	Atomatic annual cost-of-living adjustment; see CWD Apr. 1979.
A&P Tea Co. (meat and grocery departments) New York, N.Y., area United Food and Commercial Workers—12,000	25 cents 2/1/82	Deferred increase negotiated 9/80 (CWD Nov. 1980).
New York City drug stores New York, N.Y., area Retail Wholesale and Department Store—4,000	5 percent 10/81	Automatic annual cost-of-living adjustment under 3-year agreement negotiated 9/80 which also provided: 6 percent wage increases on 9/28/80, 11/30/80 and 1/3/82; 10th paid holiday; cost-of-living clause continued to provide annual adjustments, in 10/81 and 10/82; see CWD Sept. 1979.
Retail Joint Council (formerly Philadelphia Food Store Labor Relations Council) Eastern Pa., Southern N.J., and Del. United Food and Commercial Workers—4,000	40 cents 9/1/81	Automatic annual cost-of-living adjustment; previously received 42 cents on 9/1/80; see CWD Apr. 1981.
Food Store Employers' Labor Council Philadelphia, Pa., area Teamsters (Ind.)—2,000	70 cents 7/1/81	Automatic annual cost-of-living adjustment; see CWD May 1980.
Kroger Co. W. Va., Ky., and Ohio United Food and Commercial Workers—2,700	25 cents 10/81	Automatic semiannual cost-of-living adjustment; previously received 27 cents cost-of-living adjustment on 4/1/81; see CWD Nov. 1979.
Kroger Co. (grocery department) Cincinnati, Ohio area United Food and Commercial Workers	50 cents	Automatic annual cost-of-living adjustment; see CWD Dec. 1979.
Kroger Co. Southern Indiana and Kentucky United Food and Commercial Workers—4,500	44 cents 5/31/81	Automatic annual cost-of-living adjustment; see CWD Dec. 1981.
Jewel Food Stores Northeastern Illinois and Lake County, Ind. United Retail Workers (Ind.)—14,000	20 cents 3/1/80	Automatic annual cost-of-living adjustment; see CWD Sept. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Aldens, Inc. (mail order and general merchandise stores) Chicago, Ill. Teamsters (Ind.)—2,000	45 cents 2/1/82	Deferred increase negotiated 2/81 (CWD July 1981).
Montgomery Ward and Co. Detroit, Mich., area United Food and Commercial Workers—1,300	35 cents 2/11/82	Deferred increase negotiated 2/7/80 (CWD May 1980).
Food Employers Council, Inc. Los Vegas, Nev. United Food and Commercial Workers—1,600	16 cents 9/81	Automatic semiannual cost-of-living adjustment previously received 18 cents cost-of-living adjustment on 3/1/81; see CWD May 1981.
Denver retail grocers Denver, Colo., area United Food and Commercial Workers—9,000	39 cents 5/81	Automatic annual cost-of-living adjustment; see CWD May 1981.
Food Employers Labor Relations Assn. of Northern California Northern California United Food and Commercial Workers—17,000	16 cents 9/1/81	Automatic semiannual cost-of-living adjustment; previously received 18 cents cost-of-living adjustment on 3/1/81; see CWD Apr. 1981.
Food Employers Council, Inc. Southern California United Food and Commercial workers—70,000	22 cents 2/1/81	Automatic annual cost-of-living adjustment; previously received 20 cents annual cost-of-living adjustment on 2/1/80; see CWD Sept. 1978.
Food Employers Council, Inc. (office employees) Southern California Teamsters (Ind.)—1,550	23 cents 9/81	Automatic semiannual cost-of-living adjustment; see CWD Apr. 1981.
Associated Produce Dealers and Brokers of Los Angeles, Inc. Los Angeles, Calif., area Teamsters (Ind.)—2,200	50 cents 2/1/82	Deferred increase negotiated 5/80 (CWD Dec. 1980); previously received 15 cents automatic semiannual cost-of-living adjustments 8/1/81 and 2/1/81.
Allied Employers, Inc. Puget Sound area, Wash. United Food and Commercial Workers	30 cents 4/81	Automatic annual cost-of-living adjustment; see CWD Apr. 1981.
Fred Meyer Inc. (formerly Portland) Food Employers Council) Portland, Oreg. United Food and Commercial Workers—1,800	40 cents 7/1/81	Deferred increase negotiated 7/16/80; 3-year agreement also provided 40 cents general wage increase on 7/6/80 and 40 cents on 7/4/82; cost-of-living clause resulted in 5 cents adjustment on 7/16/80 and 10 cents on 7/1/81; see CWD July 1979.
Greater Seattle Retail Drug Assn., Inc. King and Snohomish counties, Wash. United Food and Commercial Workers—2,200	7.5 percent 2/1/82	Deferred increase negotiated 2/80; previously received 35 cents automatic annual cost-of-living adjustment on 2/1/81; see CWD May 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE		
New York Stock Exchange, Inc., Depository Trust Co., Securities Industry Automation Corp. New York, N.Y. Office and Professional Employees—2,700	9 percent 11/1/81	3-year agreement negotiated 2/8/82 also provided: 8 percent increase in 11/82 and 8.5 percent in 11/83; annual cost-of-living reviews 11/1/82 and 11/1/83 with adjustments of 1 percent for each 1 percent rise in the BLS-CPI-W for N.Y. Metropolitan area above 9 percent and up to 12 percent; 15 percent night shift differential (was 10) effective in 2d year; 4 weeks' vacation after 10 years (was 11 years) and 5 weeks after 18 years (was 20) effective in 2d year; employer-financed pension fund (employer previously paid amount equal to 3 percent of worker earnings); $100,000 maximum major medical with $2,000 deductible (was $100,000 with $5,000 deductible); lifetime medical benefits for retirees with over 10 years' service effective 3d year; employer matches 50 percent of employee investments in savings plan up to 6 percent of wages (was 4 percent); see CWD Nov. 1979.
Realty Advisory Board New York, N.Y. Operating Engineers—1,700	76 cents 1/1/82	2-year agreement negotiated 12/31/81 also provided: 80 cents on 1/1/83; 60 cents hour to pension fund (was 55 cents); 55 cents to health and welfare fund (was 50); 25 cents to establish an annuity fund, increasing to 50 cents on 1/1/83; established apprentice program; no recent listing.
Midtown Realty Owners Assn. New York, N.Y. Service Employees—2,500	See next column 2/4/82	Deferred increase of 67.5 cents plus additional 5 cents for some negotiated 2/81 (CWD Nov. 1981).
Prudential Life Insurance Co. Ohio, Wis., and Minn. International Union of Life Insurance Agents (Ind.)	See next column	2-year agreement negotiated 11/7/81 provided: $42.75 per week on 10/19/81 and $31.94 per week on 10/19/82 ($6.79 week of each increase would be diverted toward benefits); no recent listing.
Blue Cross of Northern California Oakland, Calif., and other Northern California locations Office and Professional Employees—1,200	8 percent 1/1/82	Deferred increase negotiated 1/81 (CWD May 1981); see CWD May 1981.
SERVICES		
Screen actors television and theatrical motion picture agreement National Screen Actors Guild—52,000	15 percent 1/1/82	Deferred increase negotiated 10/80 (CWD Nov. 1981); see CWD Nov. 1981.
Rutgers University (clerical, office, and laboratory workers) Newark, Camden, and New Brunswick, N.J. State, County and Municipal Employees—1,800	6 percent retroactive to 7/1/81	2-year agreement negotiated 1/82 also provided: 4 percent increase 1/1/82 and 7 percent 7/1/82; $100 to $250 bonus provided for employees earning $14,500 or less; $100 annual longevity bonus for workers at the top of their pay scales; first listing.
Philadelphia Hotel and Motor Inn Assn. Philadelphia, Pa. Hotel and Restaurant Employees—1,000	25 cents-tipped employees; 41.3 cents-nontipped employees 10/1/81	3-year agreement negotiated 10/81 also provided: 25 cents-tipped employees and 41.3 cents-nontipped employees on 10/1/82 and 27.8 cents-tipped employees and 42.5 cents-nontipped employees on 10/1/83; 11th paid holiday; $80 week accident, sickness and health insurance (was $60); $5,000 maximum life insurance (was $2,500); $50 eye glass allowance every 2 years (was $25); see CWD Oct. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Walt Disney World Co. Bay Lake, Fla. Service Trades Council—5,600	30-cents tipped employees; 55 cents -nontipped 2/1/82	Deferred increase negotiated 11/80 (CWD Mar. 1981); see CWD Mar. 1981.
Teachers Cincinnati, Ohio Cincinnati Federation of Teachers—3,400	7 percent 3/82	Deferred increase negotiated 1/10/80 (CWD May 1980); see CWD May 1981.
Youngstown Hospital Assn. (service and technical employees) Youngstown, Ohio Service Employees—1,500	See next column 12/1/81	Deferred increase of 10 percent negotiated 11/80 (CWD Sept. 1981) plus 25 cents automatic annual cost-of-living allowance—maximum permitted by contract; see CWD Sept. 1981.
Hotel Assn. of Greater Detroit Detroit, Mich. Hotel and Restaurant Employees—2,300	30 cents-nontipped; 15 cents-tipped 1/1/82	3-year agreement negotiated 12/81 also provided: 35 cents 1/1/83 and 40 cents 1/1/84—nontipped employees and 15 cents 1/1/83 and 1/1/84—tipped employees; 8th paid holiday starting in 1982; 4 days' paid personal leave after 4 years' service (in addition to existing 3 days after 3 years) starting 2d contract year and 5 days after 5 years starting 3d contract year; double-time (was time and one-half) for working on holiday; 3 weeks' paid vacation after 10 years (was 12) starting 1982; improved funeral leave; free meals for employees while on duty; no recent listing.
Kaiser-Permanente of Northern California Northern California Service Employers—7,500	11 percent 11/1/81	2-year agreement negotiated 11/81 also provided: 9 percent increase 10/31/82; additional adjustments for certain classifications; 50 cents (was 40 cents) evening and night shift differential 11/1/81; employer pension contributions increased (they are in form of percentage of hourly rates); no recent listing.
Teachers Oakland, Calif. Oakland Education Association—3,200	6 percent retroactive to 7/1/81	2-year agreement negotiated 1/81 under wage reopening provision also provided: additional pay increases from Federal impact aid received plus extra funds received because of additional enrollments; first listing.
Council of Hawaii Hotels (neighbor islands agreement) Hawaiian Islands except Oahu Longshoremen and Warehousemen's Union—7,000	5 percent 9/1/81	33-month agreement negotiated 9/81 also provided: 7 percent increase effective 6/1/82 and 8 percent on 3/1/83; association contribution to pension plan increased to 21 cents (was 19) on 9/1/81, 23 cents 9/2/82, and 30 cents 1/1/84; see CWD Apr. 1980.
PUBLIC ADMINISTRATION		
U.S. Postal Service National Mail Handlers Div. of Laborers International—37,000	$375 per year 1/18/82	3-year arbitration award of 1/18/82 also provided: $375 basic wage increases effective both 2d and 3d years; $100 bonus in 1st year, $200 in 2d year and $300 in 3d year; cost-of-living clause continued—provides for quarterly adjustments of 1 cent for each 0.4-point change in the CPI-W; see CWD Aug. 1981 for terms negotiated by other unions and U.S. Postal Service; see CWD Dec. 1980.
Police officers Pittsburgh, Pa. Fraternal Order of Police—1,300	9.5 percent 1/1/82	1-year arbitration award also provided: 20 cents hour differential on second shift (was 10 cents) and 30 cents on third shift (was 15); Blue Cross benefits extended to retired officers; $2 per month per officer city-paid legal defense fund (was $1); first listing.
Firefighters Milwaukee, Wis. International Association of Firefighters—1,100	8.69 percent 3/1/82	Deferred increase negotiated 3/81 (CWD June 1981).

Table 1. Work stoppages involving 1,000 workers or more, 1947-82[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stopage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during February 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in February
Brown & Sharpe Manufacturing Co. North Kingston, R.I. Machinists	10/19/81		1,600	30,400
American Standard, Inc., Westinghouse Air Brake Div. Wilmerding and Swissvale, Pa. Electrical Workers—UE (Ind.)	11/1/81		3,700	70,300
Hospitals (4) San Jose, Calif. California Nurses Assn. (Ind.)	1/5/82		[2] 1,500	28,500
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/8/82		4,600	87,400
Board of Education Warwick, R.I. Teachers	2/1/82	2/9/82	1,100	7,700
Kaiser Foundation Hospitals and The Kaiser Permanente Medical Group Oakland, Calif. Office and Professional Workers	2/15/82		1,400	12,600
Total beginning in February:	2 stoppages		2,500	-
Total in effect in February:	6 stoppages		13,900	236,900

[1] The number of workers involved are rounded to the nearest hundred.

[2] Two hospitals were struck on 1/5 and 2 more on 1/16; fewer than 1,000 workers were idle prior to 1/16.

Major Agreements Expiring in April

Employer and location	Industry	Union[1]	Number of workers
All-Steel, Inc. (Aurora, Ill.)	Furniture	Boilermakers	1,300
American Can Co. (Wisconsin)	Paper	Paperworkers	1,650
Associated General Contractors of America, Inc.:			
Baton Rouge Chapter, 2 agreements	Construction	Operating Engineers; Carpenters	4,500
Chattanooga Chapter (Interstate)	Construction	Carpenters	2,500
East Tennessee Knoxville Chapter, 2 agreements	Construction	Operating Engineers; Laborers; Teamsters (Ind.)	3,600
Florida West Coast Chapter	Construction	Laborers	1,400
Lake Charles Chapter	Construction	Carpenters	1,900
Michigan Chapter	Construction	Laborers	1,000
Mid-Florida Chapter	Construction	Carpenters	1,700
Northeast Florida Chapter	Construction	Carpenters	1,200
Ohio Chapter, 2 agreements	Construction	Laborers; Carpenters	4,000
Wisconsin Chapter	Construction	Carpenters	2,400
Associated Producers & Packers, Inc. (Washington)	Food products	Teamsters (Ind.)	1,500
B.F. Goodrich Co. (Interstate)	Rubber	Rubber Workers	9,350
Bloomingdale Brothers, Inc. (New York, N.Y.)	Retail trade	Bloomingdale Department Store Employees Union; Distributive Workers Union (Ind.)	5,600
Building Trades Employers Association and 1 other, 2 agreements (New York)	Construction	Laborers; Carpenters	3,800
Building Trades Employers Association, 2 agreements (Interstate)	Construction	Carpenters; Bricklayers	6,300
California Conference of Mason Contractors Association, Inc.	Construction	Bricklayers	4,000
Carpenters Contractors Association of Cleveland and 2 others (Ohio)	Construction	Carpenters	5,000
Carpenters General Contracting Agreement (Georgia and Florida)[2]	Construction	Carpenters	1,500
Central Maine Power Co. (Augusta, Maine)	Utilities	Electrical Workers (IBEW)	1,100
Chicago Bear Wholesalers Association (Illinois)	Wholesale trade	Teamsters (Ind.)	1,350
Cleveland Plumbing Contractors Association (Ohio)	Construction	Plumbers	1,300
Colt Industries, Inc., Firearms Division (Connecticut)	Miscellaneous manufacturing	Auto Workers (Ind.)	1,300
Consolidated Papers, Inc. and Consoweld Corp. (Wisconsin)	Paper	Paperworkers	2,700
Construction Employers Association and 3 others, 2 agreements (Ohio and Kentucky)	Construction	Laborers	5,100
Construction Employers Association, Inc., and 2 others (Kentucky)	Construction	Laborers	2,100
Contractors Association of Westchester, Putnam and Dutchess Counties, Inc. (New York)	Construction	Operating Engineers	1,250
Emhart Industries, Inc., Berlin Plant Hardware Division (Connecticut)	Fabricated metal products	Machinists	1,900
Firestone Tire & Rubber Co., Master Agreement (Interstate)	Rubber	Rubber Workers	15,250
General Foods Corp., Food Products Division (Woodburn, Oreg.)	Food products	Teamsters (Ind.)	1,400
General Telephone Co. of Indiana, Inc.	Communication	Communications Workers	2,200
Goodyear Tire & Rubber Co. (Interstate)	Rubber	Rubber Workers	22,300
GTE Automatic Electric, Inc., 2 agreements (Illinois)	Electrical products	Machinists; Electrical Workers (IBEW)	4,500
Hawaiian Telephone Co.	Communication	Electrical Workers (IBEW)	3,700
Ingersoll-Rand Co. (Painted Post, N.Y.)	Machinery	Electrical Workers (UE)	1,600
Iowa Beef Processors, Inc. (Dakota City, Nebr.)	Food products	Food and Commercial Workers	2,300
Johns-Manville Sales Corp. (Waukegan, Ill.)	Stone, clay, and glass products	Chemical Workers	1,000
Keystone Building Contractors Association and Central Pennsylvania Subcontractors Association (Pennsylvania)	Construction	Carpenters	4,000
Lynchburg Foundry Co., 2 agreements (Virginia)	Primary metals	Steelworkers	3,200

See footnotes at end of table.

Continued—Major Agreements Expiring in April

Employer and location	Industry	Union[1]	Number of workers
Magnavox Co., Magnavox Government & Industrial Electronics Co. (Ft. Wayne, Ind.)	Electrical products	Allied Industrial Workers	1,200
Mason Contractors Association (Cleveland, Ohio)	Construction	Bricklayers	1,950
Meat Industry Independent Shops in Chicago (Illinois)[2]	Food products	Food and Commercial Workers	2,950
Mechanical Contractor's Association of Cleveland, Inc. (Ohio)	Construction	Plumbers	1,700
Milton Bradley Co. (Springfield and East Long Meadow, Mass.)	Miscellaneous manufacturing	Retail, Wholesale, and Department Store	1,800
National Electrical Contractors Association, 2 agreements (Minnesota and Ohio)	Construction	Electrical Workers (IBEW)	2,900
Norris Industries, Price Pfister Brass Manufacturing Co., Inc. (California)	Fabricated metal products	Teamsters (Ind.)	1,200
Northeastern Florida Construction Management Negotiating Council	Construction	Operating Engineers	1,000
Northwestern Mutual Life Insurance Co. (Milwaukee, Wis.)	Insurance	Office and Professional Employees	1,500
Ohio Contractors Association (Interstate)	Construction	Carpenters	1,400
Owens-Corning Fiberglas Corp. (South Carolina)	Stone, clay, and glass products	Glass Bottle Blowers	1,400
Pan American World Airlines (Interstate)[3]	Air transportation	Airline Pilots	2,300
Public Service Electric & Gas Co. (New Jersey)	Utilities	Electric Workers (IBEW)	4,100
Quaker City Lumber Products Association (Pennsylvania)	Lumber	Carpenters	1,500
Ralston Purina Co., Van Camp Sea Food Co. (Delaware)	Food products	The Congress of Industrial Unions of Puerto Rico (Ind.)	1,850
Realty Advisory Board on Labor Relations, Inc. (New York)	Real estate	Service Employees	20,000
Retail Meat Cutters Contract (Kansas and Missouri)[2]	Retail trade	Food and Commercial Workers	1,200
Rock Hill Printing & Finishing Co. (South Carolina)	Textiles	Clothing and Textile Workers	1,250
Rock Products & Ready Mixed Concrete Employers of Southern California	Mining and quarrying	Teamsters (Ind.)	5,000
Schiffli Lace & Embroidery Manufacturers Association, Inc. (New Jersey)	Apparel	Textile Workers	1,000
Southwestern Michigan Contractors Association and 1 other	Construction	Laborers	1,450
Steel & Iron Contractors Association (Cleveland, Ohio)	Construction	Iron Workers	2,100
Truck Owners Association of Seattle, Inc. (Washington)	Trucking	Teamsters (Ind.)	1,000
Uniroyal, Inc., Production & Maintenance Employers (Interstate)	Rubber	Rubber Workers	8,300
United Parcel Service, Inc., 8 agreements (Interstate)	Trucking	Teamsters (Ind.)	43,600
Upholstered Furniture Manufacturers Association of Southern California	Furniture	Upholsterers	1,550
Wagner Electric Corp. and 1 other (St. Louis, Mo.)	Electrical products	Electrical Workers (IUE)	1,700
Waldbaum Inc., Food Mart Division (Connecticut and Western Massachusetts)	Retail trade	Food and Commercial Workers	1,500
Warner Lambert & Co. (Michigan)	Chemicals	Oil, Chemical and Atomic Workers	1,100

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

[3] Information is from newspaper reports.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The data measure quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplementary benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, three-month wage and salary changes are available beginning in December 1975 for most of the 35 current series. Compensation data for 6 major industry and occupation groups begin March 1980. Wage and salary and compensation changes start in September 1981 for the various civilian nonfarm and State and local government series. Twelve-month changes are published when four quarters of data become available for each series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage-rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.30	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.35	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, private business sector:										
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.5	144.6
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	96.7	96.4
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.0	92.9	100.0	108.4	118.8	130.5	143.6
1977 dollars	96.6	97.9	96.4	96.8	98.9	100.0	100.7	99.2	96.0	95.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981											1982	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.p	Feb.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.06	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45	$7.55	$7.54
1977 dollars	4.86	4.86	4.85	4.84	4.82	4.78	4.79	4.81	4.81	4.83	4.81	4.86	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	247.10	249.92	250.98	252.38	254.88	257.74	259.88	259.00	260.44	261.85	262.24	255.19	260.88
1977 dollars	170.18	171.06	170.73	170.18	170.49	170.35	170.64	168.40	169.01	169.48	169.30	169.21	167.88
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	214.22	216.34	217.14	218.20	220.08	222.24	223.85	223.19	225.23	226.30	226.60	*	*
1977 dollars	147.53	148.08	147.71	147.13	147.21	146.89	146.98	145.12	146.16	146.47	146.29	*	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	135.3	135.8	136.8	137.5	138.0	138.8	140.1	141.8	142.1	143.2	143.6	145.7	145.5
1977 dollars	93.2	93.0	93.0	92.7	92.3	91.8	92.0	92.2	92.2	92.7	92.7	93.7	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.04	$7.09	$7.14	$7.16	$7.23	$7.26	$7.34	$7.37	$7.39	$7.45	$7.45	$7.51	$7.52
1977 dollars	4.84	4.84	4.86	4.85	4.86	4.82	4.84	4.80	4.79	4.81	4.79	4.82	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	247.81	250.28	252.76	253.45	254.50	256.28	258.37	257.21	258.65	262.75	260.01	256.84	262.45
1977 dollars	170.20	170.96	172.06	171.37	170.92	170.06	170.20	167.45	167.74	168.22	167.21	164.75	168.35
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	214.75	216.62	218.48	219.00	219.80	221.14	222.71	221.84	223.86	225.46	224.90	*	*
1977 dollars	147.49	147.98	148.73	148.07	147.62	146.74	146.71	144.43	145.18	145.46	144.63	*	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	139.8	–	–	143.3	–	–	146.5	–	–	148.5	–	–	144.6
1977 dollars	96.1	–	–	96.9	–	–	96.3	–	–	95.8	–	–	96.4
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	138.9	–	–	142.0	–	–	145.4	–	–	147.7	–	–	143.6
1977 dollars	95.5	–	–	96.0	–	–	95.6	–	–	95.3	–	–	95.7
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	135.0	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.5	145.0	145.1
1977 dollars	92.7	92.8	93.0	93.1	92.9	92.2	92.7	92.1	92.0	92.5	92.3	93.0	*

[1] Production and nonsupervisory workers.

p = preliminary.

* Not available.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.06
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.92	10.75
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.98
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.72
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.58
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.26
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.78	6.30
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.1	148.1
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.8	131.6
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	142.0
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.3	139.5
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.3
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.3
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.2
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.2
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.4
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981											1982	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.p	Feb.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$7.06	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45	$7.55	$7.54
Mining	9.86	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.43	10.67	10.72
Contract construction	10.41	10.44	10.43	10.53	10.60	10.74	10.87	11.02	11.10	11.12	11.19	11.56	11.17
Manufacturing	7.75	7.80	7.88	7.92	7.97	8.02	8.02	8.15	8.15	8.20	8.26	8.41	8.35
Transportation and public utilities	9.45	9.42	9.54	9.59	9.63	9.69	9.89	9.97	9.96	10.07	10.06	10.13	10.17
Wholesale and retail trade	5.84	5.85	5.87	5.89	5.89	5.91	5.94	6.04	6.00	6.03	6.01	6.17	6.15
Finance, insurance, and real estate	6.21	6.19	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.46	6.60	6.62
Services	6.27	6.29	6.30	6.33	6.33	6.34	6.41	6.51	6.57	6.67	6.66	6.77	6.78
Wage rates, hired farm labor (quarterly data)	–	–	4.09	–	–	(2)	–	–	(2)	–	–	(2)	–
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	135.3	135.8	136.8	137.5	138.0	138.8	140.1	141.3	142.1	143.2	143.6	145.7	145.5
Mining	143.2	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	153.2	155.9	156.4
Contract construction	126.6	127.3	127.7	129.1	130.0	131.9	133.3	135.2	136.0	136.0	136.3	140.0	135.4
Manufacturing	137.6	138.5	139.8	140.5	141.4	142.4	143.0	144.8	145.5	146.5	147.5	149.3	149.5
Transportation and public utilities	135.7	135.3	137.0	137.9	138.1	138.6	141.7	143.1	143.1	144.7	145.1	145.9	156.5
Wholesale and retail trade	135.6	136.2	137.0	137.4	137.5	138.3	139.3	141.2	140.2	141.0	141.1	143.3	143.3
Wholesale trade	136.5	137.4	138.3	138.9	138.9	140.4	141.8	142.7	143.4	144.5	144.8	146.8	147.0
Retail trade	135.1	135.6	136.6	136.7	137.3	137.9	137.9	140.3	138.5	136.1	139.1	141.4	141.3
Finance, insurance, and real estate	136.2	135.9	135.9	136.7	136.8	137.6	139.7	139.9	140.7	142.6	141.5	144.7	145.0
Services	134.2	134.6	135.1	136.0	136.1	136.6	138.0	139.8	140.7	142.4	142.4	144.5	145.0
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$7.04	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.36	$7.45	$7.45	$7.51	–
Mining[3]	9.86	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.43	10.67	$10.72
Contract construction	10.44	10.49	10.52	10.57	10.69	10.77	10.85	10.88	11.01	11.09	11.16	11.52	–
Manufacturing	7.74	7.80	7.90	7.95	7.99	8.02	8.06	8.14	8.15	8.18	8.19	8.37	–
Transportation and public utilities	9.44	9.48	9.57	9.67	9.74	9.71	9.88	9.88	9.89	9.99	10.03	10.13	–
Wholesale and retail trade	5.78	5.81	5.84	5.89	5.91	5.93	5.99	6.05	6.02	6.05	6.08	6.08	–
Finance, insurance, and real estate[3]	6.21	6.19	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.46	6.68	6.62
Services	6.20	6.24	6.27	6.32	6.38	6.42	6.51	6.52	6.58	6.64	6.65	6.70	–
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	135.0	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.5	145.0	145.1
Mining[3]	143.2	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	153.2	155.9	156.4
Contract construction	128.0	128.6	129.0	129.4	130.4	131.8	132.5	132.9	134.3	135.4	136.2	140.7	136.9
Manufacturing	137.5	138.5	139.9	140.7	141.6	142.5	143.6	144.8	145.5	146.4	147.0	148.8	149.3
Transportation and public utilities	135.4	136.1	137.3	138.9	139.8	139.3	141.8	141.7	142.0	144.0	144.4	145.5	146.2
Wholesale and retail trade	135.0	135.8	136.4	137.4	137.8	138.4	140.0	141.2	140.5	141.5	141.9	142.2	142.7
Wholesale trade	136.4	137.4	138.0	139.4	139.5	140.5	142.7	142.4	143.3	144.5	144.1	146.3	146.8
Retail trade	134.9	135.6	136.4	136.8	137.3	138.6	138.6	140.5	139.0	139.9	140.7	140.0	140.5
Finance, insurance, and real estate	135.0	136.0	135.4	136.8	137.1	137.4	140.4	140.3	140.9	143.2	141.8	144.0	143.7
Services	133.2	134.0	134.8	136.0	136.6	136.9	139.4	139.8	140.7	142.6	142.7	143.5	144.0

[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979		1980				1981			
	III	IV	I	II	III	IV	I	II	III	IV
Average hourly compensation:										
All persons, private business sector	10.3	10.1	9.9	10.1	10.3	10.3	10.6	10.1	10.1	9.3
All employees, nonfarm business sector:										
Current dollars	9.8	9.8	9.6	9.8	10.0	10.1	10.5	10.0	10.1	9.3
1977 dollars	-1.7	-2.6	-4.1	-4.0	-2.6	-2.2	-.7	.2	-.6	-.2
Average hourly earnings, private nonfarm economy[1]	8.3	7.7	7.6	8.2	7.9	8.9	9.2	9.1	9.1	7.8
Mining[2]	8.6	8.1	8.0	7.1	7.6	9.1	10.5	7.3	10.9	9.4
Contract construction	7.0	6.9	6.3	6.9	7.1	7.9	8.6	8.0	8.3	8.5
Manufacturing	7.6	7.6	7.4	7.9	8.9	10.2	10.6	10.9	9.9	8.0
Transportation and public utilities	8.7	6.8	8.5	9.8	7.8	9.0	9.7	10.0	10.1	8.4
Wholesale and retail trade	8.2	7.7	7.8	8.1	8.5	8.7	8.5	8.4	8.2	7.0
Finance, insurance, and real estate[2]	7.8	7.8	9.1	9.8	9.6	10.3	9.9	9.0	9.0	8.2
Services	7.6	7.9	8.4	9.6	9.1	9.5	9.7	9.2	9.5	9.2
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.0	8.0	8.3	9.0	9.1	9.6	9.8	8.4	9.2	8.4
1977 dollars	-3.6	-4.3	-5.2	-4.7	-3.2	-2.7	-1.3	-.4	-1.5	-.9
Mining[2]	8.9	8.6	8.9	8.5	8.9	10.1	11.0	9.8	10.8	9.9
Contract construction	6.8	6.7	6.1	6.6	6.8	7.6	8.6	7.6	8.0	8.0
Manufacturing	8.7	8.7	9.0	9.6	10.7	10.9	10.8	10.2	9.4	8.8
Transportation and public utilities	8.6	8.9	8.7	10.0	8.1	9.4	9.8	10.2	10.1	8.6
Wholesale and retail trade	7.9	7.5	7.8	8.2	8.6	8.8	8.7	8.6	8.3	7.2
Wholesale trade	8.3	8.1	8.8	9.0	8.7	8.6	8.7	8.6	9.0	8.5
Retail trade	7.7	7.2	7.3	7.7	8.5	8.8	8.7	8.5	7.9	6.5
Finance, insurance, and real estate	7.9	7.6	9.0	9.6	9.3	10.1	9.8	8.6	8.8	8.0
Services	7.1	7.7	8.1	9.3	9.0	9.5	9.8	9.3	9.8	9.2
Wage rates, hired farm labor[3]	8.6	3.6	9.7	5.4	11.5	8.5	([3])	([3])	([3])	([3])
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.8	7.0	6.8	7.0	6.3	8.0	8.9	9.3	8.9	6.8
1977 dollars	-3.8	-5.2	-6.5	-6.4	-5.7	-4.1	-2.1	-.4	-1.7	-2.3
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-3.9	-5.2	-7.3	-7.2	-6.5	-6.1	-3.8	-2.2	-3.4	-3.3

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

Table 3. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979				1980				1981			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
Average hourly compensation:												
All persons, private business sector	11.6	11.3	8.9	8.6	10.7	12.3	9.5	8.6	11.9	10.4	9.3	5.7
All employees, nonfarm business sector:												
Current dollars	10.8	10.0	8.6	9.3	10.0	11.5	9.1	9.7	11.6	9.5	9.7	6.8
1977 dollars	.3	-1.8	-4.7	-4.3	-5.6	-1.5	1.2	-2.8	.2	2.3	-1.9	-1.1
Average hourly earnings, private nonfarm economy[1]	8.2	6.6	9.3	6.8	7.8	8.8	8.1	10.9	9.0	8.4	8.0	5.8
Mining[2]	10.5	13.6	1.4	7.1	10.4	9.6	3.4	13.4	15.8	-2.4	18.7	7.5
Contract construction	7.4	6.8	7.3	6.0	5.2	9.3	8.0	9.1	8.9	6.0	9.4	9.7
Manufacturing	8.8	7.6	7.2	6.9	8.0	9.7	11.0	12.3	9.5	10.9	6.9	4.5
Transportation and public utilities	8.7	4.3	14.9	7.6	7.5	9.3	6.7	12.7	10.1	10.7	6.9	6.0
Wholesale and retail trade	8.8	6.9	7.1	7.8	9.3	8.3	8.6	8.7	8.5	7.8	7.7	3.8
Finance, insurance, and real estate[2]	9.6	5.0	8.5	8.0	15.1	7.8	7.7	11.0	13.3	3.9	7.0	8.2
Services	6.9	5.5	9.9	9.4	8.7	10.3	8.1	11.0	9.3	8.4	10.5	8.7
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.1	7.1	8.5	8.4	9.1	10.0	9.1	10.4	9.6	8.3	8.3	7.3
1977 dollars	-2.8	-5.1	-4.7	-4.7	-6.3	-3.0	1.3	-2.6	-1.1	.9	-3.1	-.2
Mining[2]	8.0	15.6	5.0	6.0	9.3	13.9	6.4	10.8	12.9	8.9	10.6	7.3
Contract construction	7.5	6.6	6.6	6.1	5.1	8.8	7.4	9.1	9.2	4.9	8.9	9.1
Manufacturing	9.0	9.1	7.9	6.8	10.0	11.8	12.0	9.9	9.3	9.7	8.5	7.6
Transportation and public utilities	8.5	4.4	14.8	8.3	7.7	9.3	7.0	13.5	9.4	11.0	6.8	7.4
Wholesale and retail trade	8.6	8.4	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2
Wholesale trade	7.9	7.9	8.1	8.4	11.0	8.6	7.0	8.0	11.3	8.1	8.7	6.0
Retail trade	8.9	5.7	6.8	7.6	9.0	7.4	10.1	8.8	8.7	6.6	7.5	3.3
Finance, insurance, and real estate[2]	6.7	7.1	9.7	7.1	12.1	9.5	8.5	10.5	10.6	5.1	9.0	7.6
Services	7.0	5.5	8.3	10.0	8.5	10.4	7.0	12.2	9.8	8.5	8.8	9.8
Wage rates, hired farm labor[3]	4.5	-22.8	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(5)	(5)	(5)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	5.8	6.2	10.9	5.2	5.0	7.1	7.7	12.2	8.6	8.8	6.0	4.0
1977 dollars	-4.5	-5.9	-2.7	-7.6	-9.8	-5.1	(4)	-1.0	-2.2	1.8	-5.1	-3.5
Real spendable earnings (workers and 3 dependents, 1977 dollars)	-1.7	-6.5	-4.0	-8.3	-10.4	-6.1	-1.0	-2.5	-5.6	.5	-5.8	-2.4

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Less than -0.05 percent.

[5] Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981											1982	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.p	Feb.p
Average hourly earnings, private nonfarm economy[1]	9.3	8.9	9.2	9.3	8.9	9.0	9.2	9.0	8.2	8.0	7.3	7.4	6.8
Mining[2]	10.9	10.2	6.7	6.7	8.0	11.7	11.7	10.6	9.8	9.2	9.0	9.2	8.7
Contract construction	8.4	8.0	7.8	7.9	8.3	8.5	8.3	8.3	8.5	8.6	8.3	10.9	7.3
Manufacturing	10.7	10.3	11.1	11.0	10.7	10.0	9.8	9.8	8.8	7.8	7.3	8.8	7.8
Transportation and public utilities	10.3	9.3	9.6	10.1	10.3	9.1	10.6	10.5	8.4	8.6	8.3	8.0	7.6
Wholesale and retail trade	9.1	8.2	8.3	8.7	8.2	7.8	8.1	8.6	7.3	6.9	6.9	6.3	5.2
Finance, insurance, and real estate[2]	10.7	9.0	9.2	9.5	8.1	8.7	9.9	8.5	8.6	8.1	7.7	8.2	6.6
Services	9.9	9.3	9.4	9.3	6.9	9.6	10.2	9.8	9.7	9.4	8.8	8.8	8.1
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	10.0	9.5	9.6	9.5	9.0	8.9	9.3	9.3	8.8	8.4	8.2	6.4	7.5
1977 dollars	-1.3	-.9	-.3	-.3	-.5	-1.7	-1.3	-1.3	-1.3	-.8	-.4	.2	*
Mining	11.2	10.8	9.8	9.6	9.8	10.9	10.7	10.9	10.0	10.2	9.6	9.8	9.2
Contract construction	8.1	7.8	7.6	7.6	7.7	8.2	7.8	7.9	7.9	8.2	7.9	10.2	7.0
Manufacturing	10.7	10.5	10.7	10.3	9.7	9.3	9.4	9.4	9.0	8.8	8.5	9.0	8.6
Transportation and public utilities	10.3	9.5	9.9	10.3	10.3	9.1	10.7	10.6	8.5	8.6	8.8	8.8	7.9
Wholesale and retail trade	9.0	8.6	8.5	8.7	8.1	7.9	8.3	8.7	7.5	7.0	7.2	6.3	5.7
Wholesale trade	8.9	8.6	8.8	9.0	8.0	8.6	9.5	8.9	9.1	8.4	8.1	8.4	7.7
Retail trade	9.1	8.7	8.9	8.6	8.2	7.5	7.7	8.5	6.6	6.2	6.7	5.2	4.8
Finance, insurance, and real estate	10.5	8.8	8.8	9.2	8.0	8.5	9.2	8.6	8.4	8.1	7.6	8.1	6.5
Services	10.1	9.5	9.6	9.6	8.6	9.5	10.1	9.8	9.5	9.2	8.9	8.7	8.1
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	8.7	8.9	9.5	9.6	8.9	8.6	9.2	7.8	7.3	7.0	6.1	4.1	5.9
1977 dollars	-2.4	-1.5	-.4	-.2	-.6	-1.1	-1.4	-2.7	-2.5	-2.1	-2.3	-3.7	-1.1
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-4.1	-3.2	-2.2	-2.0	-2.3	-2.8	-3.1	-4.2	-3.6	-3.2	-3.2	*	*

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.

p = preliminary.
* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981											1982	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.p	Feb.p
Average hourly earnings, private nonfarm economy[1]	9.8	10.0	9.3	8.3	8.5	7.5	8.7	8.1	7.1	7.7	8.2	7.0	5.0
Mining[2]	15.9	11.9	7.4	4.0	6.6	7.1	7.8	9.1	12.3	11.9	10.1	11.4	11.5
Contract construction	8.6	8.9	7.4	7.2	7.7	7.4	8.0	7.8	9.5	10.1	9.0	14.4	6.6
Manufacturing	10.6	10.8	11.2	9.7	9.7	8.8	9.0	8.9	8.4	5.9	5.1	8.9	6.5
Transportation and public utilities	11.7	12.4	10.1	10.5	10.6	8.3	9.5	8.6	6.8	6.7	6.1	8.8	5.7
Wholesale and retail trade	8.9	8.8	8.4	8.3	7.9	7.5	7.4	8.4	8.3	5.5	5.8	5.1	3.0
Finance, insurance, and real estate[2]	13.5	11.2	10.1	7.4	8.1	5.8	5.2	6.2	7.2	6.8	7.2	10.8	8.0
Services	10.4	9.2	8.4	9.0	9.0	9.0	10.3	9.2	10.1	10.4	8.6	8.9	5.9
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	9.9	10.2	9.5	8.6	8.9	7.9	8.7	8.5	7.7	8.2	7.8	8.9	6.4
1977 dollars	-2.4	-1.1	-.3	-.5	.6	-1.5	-.3	-1.5	-2.4	-1.2	-1.4	1.9	[5]
Mining[2]	12.6	11.1	12.4	9.5	10.9	9.8	8.8	10.7	7.7	10.8	8.3	9.7	9.5
Contract construction	8.6	9.1	7.4	6.9	6.7	6.7	7.1	6.8	8.5	9.4	9.0	13.9	6.9
Manufacturing	9.6	9.6	9.9	9.4	9.3	9.0	9.1	9.3	8.1	8.2	7.7	9.1	8.2
Transportation and public utilities	11.9	12.9	10.0	9.7	10.8	8.6	9.7	8.3	6.9	7.6	6.7	9.1	6.2
Wholesale and retail trade	9.1	9.3	8.9	7.9	6.3	7.1	7.5	8.1	6.1	6.1	6.0	5.6	3.9
Wholesale trade	9.4	10.5	10.4	9.2	9.5	8.3	9.5	7.4	7.8	7.6	6.7	8.5	5.9
Retail trade	8.9	8.6	8.1	7.2	7.7	6.4	6.4	8.4	5.1	5.3	5.7	4.0	2.6
Finance, insurance, and real estate	10.1	10.9	8.6	6.8	8.1	6.4	8.2	6.4	8.3	9.5	7.0	9.8	4.7
Services	10.7	10.8	10.1	8.6	8.7	7.5	9.5	8.8	8.9	9.9	9.1	9.9	6.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.6	10.0	9.9	8.3	7.9	7.9	8.7	5.6	4.7	5.8	4.4	.4	3.2
1977 dollars	-2.7	-1.3	(3)	-.6	-.3	-1.2	(3)	-4.1	-5.0	-3.6	-4.3	-6.1	-2.2
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-5.0	-3.7	-2.4	-2.8	-2.5	-2.2	-1.1	-4.7	-4.7	-3.5	-4.0	[5]	[5]

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Less than -0.05 percent.
[4] No change.
p=preliminary.
[5] Not available.

Table 9. Rates of compensation and wage and salary change in the Employment Cost Index, from preceding quarter

Measure	Percent changes for 3 months ended	
	III quarter 1981	
	Compensation	Wages and salaries
Civilian nonfarm economy[1]	2.6	2.5
Workers, by occupational group:		
White-collar workers	2.7	2.6
Blue-collar workers	2.3	2.4
Service workers	2.8	2.5
Workers, by industry division:		
Manufacturing	2.1	2.1
Nonmanufacturing	2.8	2.7
Services	4.4	4.4
Public administration[2]	4.3	3.8
Private nonfarm economy[3]	2.0	2.0
Workers, by occupational group:		
White-collar workers	1.8	1.6
Blue-collar workers	2.2	2.3
Service workers	1.9	1.8
Workers, by industry division:		
Manufacturing	2.1	2.1
Nonmanufacturing	2.0	2.0
State and local governments	5.3	5.0
Workers, by occupational group:		
White-collar workers	5.7	5.4
Blue-collar workers	4.2	3.9
Workers, by industry division:		
Services	5.8	5.5
Schools	6.0	5.7
Elementary and secondary	6.3	6.0
Hospitals and other services[4]	5.0	4.6
Public administration[2]	4.3	3.8

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[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

Table 10. Wage and salary rate changes in Employment Cost Index, from preceding quarter

(In percent)

Measure	1978	1979				1980				1981		
	IV	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	1.5	2.0	1.9	2.1	2.4	2.4	2.1	2.2	2.0	2.7	2.0	2.0
Workers, by occupational group:												
White-collar workers	1.2	1.9	1.7	2.3	2.4	2.4	1.9	2.1	2.0	3.1	1.9	1.8
Professional and technical workers	1.5	1.9	1.1	2.7	2.3	3.3	1.8	2.7	2.2	3.1	1.8	3.3
Managers and administrators	1.5	2.4	1.5	2.0	1.4	2.6	1.6	1.6	1.3	4.1	1.4	1.6
Sales workers	.1	-.2	4.2	.7	3.9	-.5	2.5	1.7	2.8	1.5	3.9	-2.0
Clerical workers	1.3	2.7	1.4	2.9	2.1	3.0	1.8	2.0	2.1	3.0	1.4	2.7
Blue-collar workers	1.9	1.9	2.3	2.0	2.5	2.3	2.5	2.4	2.1	2.0	2.4	2.3
Craft and kindred workers	1.6	2.1	2.1	2.2	1.9	1.7	2.4	2.8	2.2	1.8	2.2	2.9
Operatives, except transport	2.3	1.9	2.2	1.7	3.1	3.2	2.4	2.3	2.0	2.4	2.3	2.1
Transport equipment operatives	1.7	1.5	3.5	2.4	2.4	1.2	3.5	1.4	1.9	1.5	3.3	1.0
Nonfarm laborers	2.4	1.5	2.7	1.7	2.9	2.5	2.4	2.3	2.0	1.9	2.5	1.5
Service workers	.6	3.2	.9	1.1	1.8	3.5	1.1	1.7	1.5	4.7	.8	1.8
Workers, by industry division:												
Manufacturing	2.7	1.7	1.8	1.8	3.1	2.8	2.0	2.0	2.3	2.2	2.2	2.1
Durables	2.7	1.8	1.5	2.1	3.3	2.5	2.1	2.5	2.3	2.3	2.1	2.1
Nondurables	2.5	1.5	2.3	1.2	2.7	3.2	1.9	1.2	2.1	2.2	2.2	2.0
Nonmanufacturing	.8	2.2	2.0	2.3	2.0	2.2	2.1	2.3	1.9	3.0	2.0	2.0
Contract construction	1.1	1.3	2.8	2.0	1.1	1.2	2.9	2.9	1.5	1.8	2.4	3.0
Transportation and public utilities	1.9	2.8	1.8	2.9	2.0	2.5	2.3	3.2	2.7	2.3	2.3	2.0
Wholesale and retail trade	1.1	2.1	2.4	1.9	1.3	2.8	1.9	1.5	1.7	3.2	1.9	1.3
Wholesale trade	2.0	1.8	2.9	1.2	2.1	2.9	2.7	.9	3.2	2.7	1.5	2.0
Retail trade	.8	2.3	2.3	2.1	1.0	2.4	1.5	1.8	1.1	3.4	2.0	1.0
Finance, insurance, and real estate	*	3.1	3.2	1.9	4.3	.4	2.7	2.0	2.1	2.7	4.5	-1.7
Services	.7	2.1	1.1	2.6	2.5	2.7	1.8	2.5	1.6	4.0	.4	3.6
Workers, by region:												
Northeast	1.8	1.5	1.7	1.7	2.1	2.5	2.1	1.9	1.9	2.4	1.7	1.7
South	1.2	2.6	1.7	1.7	2.4	2.8	1.9	1.9	1.9	3.3	2.0	1.9
North Central	1.5	1.9	2.5	2.0	2.6	2.4	2.0	1.9	2.2	3.0	1.9	1.6
West	1.5	2.0	2.0	2.5	1.8	2.6	2.4	3.4	2.0	2.7	2.1	3.2
Workers, by bargaining status:												
Union	2.0	1.8	2.1	2.2	2.8	2.3	2.8	2.9	2.5	1.7	2.6	2.7
Manufacturing	2.7	1.7	2.0	1.9	3.4	2.6	2.8	2.8	2.4	1.7	2.3	2.6
Nonmanufacturing	1.4	1.9	2.2	2.5	1.7	2.0	2.8	3.0	2.6	1.7	3.0	2.8
Nonunion	1.1	2.1	1.9	1.9	2.3	2.5	1.7	1.8	1.8	3.3	1.8	1.8
Manufacturing	2.6	1.7	1.7	1.6	2.7	3.0	1.4	1.2	2.1	2.7	2.1	1.7
Nonmanufacturing	.5	2.3	2.0	2.1	2.1	2.3	1.9	2.0	1.7	3.5	1.7	1.6
Workers, by area:												
Metropolitan areas	1.6	2.0	2.0	2.2	2.5	2.1	2.2	2.3	2.0	2.6	2.1	2.1
Other areas	1.3	2.1	2.1	1.6	1.9	3.6	1.6	1.5	2.4	3.3	1.7	1.7

[1] Excludes private household workers.

* Not available.

Table 11. Wage and salary rate changes in Employment Cost Index, from same quarter a year earlier

(In percent)

Measure	1979				1980				1981		
	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	7.8	7.6	7.7	8.7	9.1	9.3	9.4	9.0	9.3	9.3	9.1
Workers, by occupational group:											
White-collar workers	7.3	7.0	7.4	8.6	9.2	9.3	9.1	8.7	9.3	9.4	9.2
Professional and technical workers	7.1	6.8	7.5	8.8	10.3	11.1	11.1	10.5	10.2	10.1	10.8
Managers and administrators	7.2	6.9	7.6	7.4	7.7	7.8	7.3	7.2	8.8	8.7	8.7
Sales workers	7.9	6.7	4.8	8.8	8.6	6.8	7.8	6.7	8.7	10.2	8.2
Clerical workers	7.4	7.4	8.5	9.4	9.8	10.1	9.2	9.1	9.2	8.8	9.5
Blue-collar workers	8.3	8.4	8.4	9.0	9.4	9.6	10.0	9.6	9.3	9.2	9.1
Craft and kindred workers	8.5	8.2	8.3	8.6	8.2	8.5	9.1	9.4	9.6	9.4	9.5
Operatives, except transport	7.8	8.6	8.3	9.2	10.5	10.7	11.3	10.2	9.4	9.3	9.1
Transport equipment operatives	9.3	8.3	9.5	10.2	9.8	9.9	8.8	8.2	8.6	8.4	8.0
Nonfarm laborers	7.9	8.6	8.5	9.1	10.1	9.9	10.5	9.5	8.8	9.0	8.1
Service workers	8.3	7.2	5.9	7.2	7.6	7.8	8.4	8.1	9.3	8.9	9.0
Workers, by industry division:											
Manufacturing	8.0	8.2	8.1	8.6	9.7	10.0	10.2	9.4	8.8	9.0	9.1
Durables	8.4	8.2	8.4	9.0	9.7	10.4	10.8	9.8	9.6	9.8	9.2
Nondurables	7.4	8.2	7.6	7.8	9.7	9.2	9.2	8.6	7.5	7.9	8.8
Nonmanufacturing	7.6	7.2	7.5	8.8	8.6	8.9	8.9	8.8	9.6	9.5	9.1
Contract construction	7.9	7.6	7.2	7.2	7.1	7.5	8.4	8.8	9.4	8.9	9.0
Transportation and public utilities	8.9	8.4	9.2	9.4	9.3	10.1	10.4	11.1	10.8	10.9	9.6
Wholesale and retail trade	7.3	7.0	7.7	7.9	8.4	7.8	7.4	7.8	8.5	8.5	8.2
Wholesale trade	6.6	7.7	7.8	7.9	9.4	9.2	8.9	10.0	9.8	8.5	9.7
Retail trade	7.6	6.7	7.7	7.9	8.0	7.3	6.9	7.0	8.0	8.5	7.7
Finance, insurance, and real estate	*	*	*	13.2	10.2	9.6	9.7	7.4	9.8	11.8	7.8
Services	7.0	6.4	8.6	8.5	9.2	9.8	9.6	8.7	10.1	8.8	10.0
Workers, by region:											
Northeast	6.8	6.9	6.9	7.3	8.3	8.7	8.9	8.6	8.5	8.1	7.9
South	8.8	8.3	7.7	8.5	8.8	9.0	9.3	8.8	9.3	9.4	9.4
North Central	7.5	7.8	8.2	9.4	9.9	9.3	9.2	8.8	9.4	9.2	9.0
West	7.9	7.7	8.2	8.5	9.2	9.6	10.6	10.8	10.9	10.7	10.4
Workers, by bargaining status:											
Union	8.2	8.3	8.4	9.0	9.5	10.2	10.9	10.9	10.2	10.1	9.9
Manufacturing	8.7	9.1	8.6	9.4	10.3	11.1	12.0	11.0	10.1	9.6	9.4
Nonmanufacturing	7.7	7.6	8.2	8.5	8.8	9.5	9.9	10.8	10.4	10.6	10.4
Nonunion	7.5	7.2	7.3	8.5	8.9	8.7	8.6	8.0	8.9	9.0	8.8
Manufacturing	7.3	7.4	7.7	7.9	9.3	9.0	8.6	7.9	7.6	8.4	8.9
Nonmanufacturing	7.6	7.1	7.1	8.8	8.8	8.6	8.6	8.1	9.4	9.2	8.8
Workers, by area:											
Metropolitan areas	7.8	7.7	7.9	8.9	9.1	9.3	9.5	9.0	9.5	9.4	9.1
Other areas	7.6	7.4	7.3	7.9	9.5	8.9	8.9	9.4	9.1	9.2	9.5

[1] Excludes private household workers.

* Not available.

Table 12. Rates of compensation change for selected series of the Employment Cost Index, by quarter

Measure	Percent changes for										
	3 months ended							12 months ended			
	1980				1981			1980	1981		
	I	II	III	IV	I	II	III	IV	I	II	III
Private nonfarm workers[1]	2.7	2.3	2.3	2.1	3.6	1.9	2.0	9.8	10.7	10.3	10.0
White-collar workers	2.8	2.3	2.0	2.1	3.9	1.8	1.8	9.5	10.8	10.2	10.0
Blue-collar workers	2.4	2.5	2.7	2.1	3.0	2.3	2.2	10.1	10.7	10.5	10.0
Service workers	4.3	1.1	2.1	1.7	5.4	.7	1.9	9.4	10.5	10.1	9.9
Manufacturing industries	2.8	2.0	2.3	2.2	3.5	2.0	2.1	9.8	10.5	10.5	10.2
Nonmanufacturing	2.7	2.5	2.3	2.0	3.7	1.8	2.0	9.2	10.9	10.02	9.8

[1] Excludes private household workers.

Table 13. Average percent changes in wages and benefits in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending												
	1978	1979				1980				1981			
	IV	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp	IVp
Wage and benefit adjustments:													
Over life of contract[3]	6.4	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.4	8.2	9.2	9.1
First year	8.3	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.6	11.0	10.8	11.3
Wage-rate adjustments in—													
All industries:													
Over life of contract[3]	6.4	6.3	6.7	6.1	6.0	6.1	6.1	6.9	7.1	7.1	7.7	8.2	8.1
Contracts with escalator clauses	5.3	5.3	5.3	4.7	4.6	4.6	4.3	4.9	5.0	5.1	5.6	5.8	5.5
Contracts without escalator clauses	7.0	6.9	7.9	8.0	8.0	8.2	9.1	10.1	10.3	9.4	9.6	9.1	9.1
First year	7.6	7.0	7.9	7.6	7.4	7.6	7.7	9.1	9.4	9.3	9.9	9.9	10.1
Contracts with escalator clauses	6.9	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.3	8.2
Contracts without escalator clauses	8.0	7.7	8.6	9.1	9.1	9.3	10.4	11.4	11.7	10.4	11.1	10.8	10.7
Manufacturing:													
Over life of contract[3]	6.6	6.9	7.8	5.8	5.4	5.3	4.9	5.1	5.5	5.6	5.9	6.2	6.4
First year	8.3	8.2	9.3	7.4	6.9	6.9	6.4	6.9	7.3	7.2	7.6	7.6	7.4
Nonmanufacturing:													
Over life of contract[3]	6.4	6.1	6.4	6.5	6.8	7.1	8.5	8.3	8.3	8.3	8.6	9.6	9.0
First year	7.4	6.6	7.4	7.8	8.0	8.8	10.2	10.7	10.9	10.8	11.2	11.7	11.5
Construction:													
Over life of contract[3]	5.2	6.4	8.0	8.2	8.3	8.4	10.0	11.3	11.5	11.6	11.9	11.4	11.3
First year	6.5	6.6	8.3	8.9	8.8	8.9	11.6	13.3	13.6	13.6	13.9	13.6	13.5

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Annual rate of change.

p = preliminary.

Table 14. Average percent changes in wages and benefits in major collective bargaining settlements[1] by year and by quarter[2]

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979		1980				1981			
							II	IV	I	II	III	IV	I	II	III	IV
Wage and benefit adjustments:																
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	9.2	6.1	6.0	6.7	7.4	7.2	6.1	9.4	10.8	9.3	5.6
First year	8.5	9.6	8.3	9.0	10.4	11.3	9.0	8.5	8.8	10.2	11.4	8.5	10.5	11.6	12.3	11.1
Wage-rate adjustments in—																
All industries:																
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	7.9	5.1	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7
Contracts with escalator clauses	5.7	5.0	5.3	4.6	5.0	5.5	4.2	4.2	4.7	4.4	5.4	5.3	6.1	6.7	4.6	4.6
Contracts without escalator clauses	7.3	6.9	7.1	8.0	10.3	8.8	7.9	7.7	9.2	10.0	11.3	9.8	6.3	10.5	9.3	8.1
First year	8.4	7.8	7.6	7.4	9.5	9.8	6.8	6.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0
Contracts with escalator clauses	8.4	8.0	7.1	6.2	8.0	8.0	6.1	5.2	6.5	6.7	9.5	7.2	7.6	7.7	4.9	9.0
Contracts without escalator clauses	8.3	7.6	8.0	9.1	11.7	10.6	9.3	8.7	10.8	11.2	12.7	11.5	6.9	12.8	11.8	9.1
Manufacturing:																
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.1	4.7	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4
First year	8.9	8.4	8.3	6.9	7.4	7.2	6.3	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6
Nonmanufacturing:																
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	6.9	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8
First year	7.7	7.4	7.4	8.0	10.9	11.2	9.4	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6
Construction:																
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	8.5	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7
First year	6.1	6.3	6.5	8.8	13.6	13.5	10.4	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increases, decreased, or not changed

[3] Annual rate of change.

p = preliminary.

Table 15. Average percent wage-rate adjustments going into effect in major collective bargaining units

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981p	1979		1980				1981p			
							III	IV	I	II	III	IV	Ip	IIp	IIIp	IVp
Total, all covered industries	8.1	8.0	8.2	9.1	9.9	9.1	3.3	1.6	1.6	3.3	3.5	1.3	1.6	3.0	3.2	1.3
Adjustments resulting from—																
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	1.0	.5	.4	1.0	1.7	.5	.4	1.1	.6	.4
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	1.0	.4	.5	1.4	1.2	.3	.6	1.3	1.5	.4
Escalator provision	1.6	1.7	2.4	3.1	2.8	2.8	1.2	.7	.7	.8	.7	.6	.6	.7	1.1	.4
Total in—																
Manufacturing	8.5	8.4	8.6	9.6	10.2	8.9	3.2	2.4	2.0	3.4	2.9	1.7	2.2	2.1	3.0	1.6
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.2	3.4	1.0	1.3	3.2	4.0	1.1	1.1	3.7	3.4	1.1
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.4	4.3	1.3	1.7	2.2	4.3	1.3	1.3	2.5	3.4	1.2
Construction	7.2	6.5	6.5	7.1	9.9	11.1	1.4	.4	.4	5.3	3.5	.6	.7	6.4	3.2	.8
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	5.9	1.4	1.2	2.5	5.5	1.5	1.0	2.1	4.1	1.3
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	7.0	2.2	1.2	1.8	1.6	3.3	.8	1.9	1.3	3.0	.8
Services	5.7	6.7	8.8	7.0	8.1	8.5	1.4	2.1	1.4	2.9	2.2	1.6	1.1	3.0	2.6	1.7

[1] Data relate to private nonfarm industry agreements covering 1,000 workers or more and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

p = preliminary.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals

Table 16. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	April 81	10.1	9.8	10.8	10.2	9.9
Northeast	April 81	9.6	9.7	10.0	9.6	9.5
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 81	9.2	8.2	8.2	9.0	9.2
New York	May 81	9.5	10.3	8.0	6.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passaic	June 81	8.9	10.2	7.8	9.0	10.4
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 81	9.8	7.6	11.0	10.7	12.2
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	June 81	11.0	–	14.5	8.2	5.1
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 81	9.5	6.5	10.7	9.4	7.0
York	February 81	9.6	11.1	13.6	11.2	11.0
South	April 81	10.7	10.0	11.9	10.5	9.7
Atlanta	May 81	9.4	13.8	13.7	10.9	9.3
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 81	11.1	11.0	10.8	9.6	8.7
Huntsville	February 82	7.0	–	6.9	8.2	6.4
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 81	9.7	12.4	–	–	9.8
Washington	March 81	9.1	8.4	6.7	8.4	13.9
North Central	April 81	10.2	9.6	10.6	10.1	10.2
Chicago	May 81	9.7	9.8	9.2	9.2	9.7
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 81	12.5	11.7	12.7	10.6	11.2
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 81	9.7	8.4	9.1	8.9	9.8
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 81	10.4	10.1	11.2	9.2	9.7
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

See footnotes at end of table.

Table 16. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 81	9.6	10.6	10.3	9.5	9.3
South Bend	August 81	8.8	8.3	9.9	8.2	9.1
Toledo	June 81	11.5	10.5	9.7	11.0	11.5
Wichita	April 81	10.7	7.8	14.1	12.2	10.9
West	April 81	10.0	9.8	11.5	11.6	10.4
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 81	9.9	7.7	–	11.5	11.6
Sacramento	December 80	9.2	–	–	11.4	9.3
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 81	10.6	7.9	11.7	12.4	12.3
San Jose	March 81	11.3	10.9	9.1	12.1	9.3
Seattle-Everett	December 81	9.3	9.7	–	14.3	9.9

Collective Bargaining in the Electrical Machinery, Equipment, and Supplies Industry

Marcy Jacobs

National and local agreements for approximately 250,000 workers in the electrical machinery, equipment, and supplies manufacturing industry will expire in 1982. The Coordinated Bargaining Committee of General Electric and Westinghouse Unions, made up of representatives from 13 unions, will conduct negotiations for almost two-thirds of these workers—107,000 at General Electric Co. (GE) and 50,500 at Westinghouse Electric Corp. In previous negotiations, the 13 unions coordinated their bargaining and signed individual contracts with similar terms.

Only two unions negotiate national contracts with GE: The International Union of Electrical, Radio and Machine Workers (IUE—AFL-CIO), for 70,000 employees, and the United Electrical, Radio, and Machine Workers of America (UE-Ind.), for 16,400 employees. Both agreements expire on June 26.

At Westinghouse, four national agreements are up for renewal in 1982: The IUE agreement covering 18,100 employees, which expires July 11; the UE agreement covering 5,000 employees, which expires July 12; and contracts with the International Brotherhood of Electrical Workers (IBEW—AFL-CIO) for 13,900 employees and the Federation of Westinghouse Independent Salaried Unions (Ind.) for 11,300 employees, which expired July 25. The Federation bargains independently and only for Westinghouse employees, while the three other unions negotiate through the Coordinated Bargaining Committee. Remaining unions on the Committee negotiate numerous local agreements based on the national pattern.[1] The IBEW also negotiates individual contracts for thousands of employees not included under the IBEW national agreement.

Industrywide bargaining has never developed, largely because of the diversity of companies and the many unions involved. Because GE usually leads the round of bargaining by large companies, its agreements have influenced other settlements in the industry.

Contracts renewed in 1980 for over 60,000 electrical machinery employees of the Western Electric Company were closely related to settlements negotiated in the telephone industry. Similarly, major motor vehicle industry agreements will probably set the pattern for bargaining by the IUE in September for 23,500 workers employed in the electrical divisions of the General Motors Corp.

Collective bargaining setting

For many years, unions representing electrical machinery workers had been dissatisfied with settlement terms negotiated in the industry, contending that contracts with companies of comparable size in other industries were more generous. To improve their bargaining position, several unions formed the Coordinated Bargaining Committee in 1965. Originally intended to deal with pension and insurance issues, it broadened its scope to include all bargaining issues before the 1966 negotiations were started. Since that time, the Committee membership has grown from 6 to 13 unions.

The unions believe that coordinated bargaining has helped to achieve significant results. The longstanding GE policy of making a "first and final" contract offer to the unions was abandoned in 1966 and settlement terms in succeeding years have been superior to those negotiated prior to 1966. In 1973, for the first time in 10 years, agreements were reached without a major strike.

A number of factors will probably influence 1982 negotiations. Electrical machinery manufacturers have

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[1] The 10 other unions on the committee are: The International Association of Machinists and Aerospace Workers, International Brotherhood of Firemen and Oilers, American Flint Glass Workers' Union of North America, International Union Allied Industrial Workers of America, United Brotherhood of Carpenters and Joiners of America, Sheet Metal Workers' International Association, United Steelworkers of America, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, United Automobile, Aerospace and Agricultural Implement Workers of America, all affiliated with the AFL-CIO, and the independent International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

been adversely affected by the general economic malaise and high inflation rates of recent years. Leading electronic chip makers have laid off hundreds of employees and temporarily closed plants.[2] GE has had periodic layoffs and work cutbacks at its Appliance Park facility in Louisville, Ky.[3] Both GE and Westinghouse have been curtailing plant capacity and reducing personnel in their electric utility power equipment divisions over the past several years.[4]

Major producers are striving to increase productivity and become more competitive through increased automation. At RCA's Indianapolis facility, automation has reduced some assembly lines to about 40 people, from 125 a few years ago. However, IBEW officials have expressed satisfaction with the way RCA handled the changes.[5] Robots and other automation tools are in use at many companies, but GE is going further in its aim to build the "factory of the future." In such a factory, the entire operation will be controlled by computers, from the design stage to the final product. Only a few people will be needed to ensure that the computers perform properly. Through their unions, employees have attempted to protect themselves against a loss of earnings and to share in the savings achieved through automation.

1979 negotiations

Foremost among the Coordinated Bargaining Committee's demands in 1979 was the removal of a provision from the 1976 contracts limiting the size of cost-of-living pay adjustments. The formula provided for an annual 1-cent-per-hour pay increase for each 0.3-percent rise in the CPI-W (Consumer Price Index for Urban Wage Earners and Clerical Workers) up to 7 percent and over 9 percent, with no credit for that portion of the increase between 7 and 9 percent.

Financing of the companies' pension plans was also a major issue and led to a 7-week strike at Westinghouse that began on July 15, a day after the contract expired. The unions wanted a plan that was completely financed by the company and would provide full benefits after 30 years of service. However, Westinghouse decided the time had come to eliminate what it considered a cost disadvantage. The General Electric plan has always been financed by both the company and the workers, and Westinghouse pressed to have workers share the cost of its pension program.

Another major union concern was job security, particularly at Westinghouse, which the union claimed was closing unionized plants and relocating in nonunion areas. Major job security objectives included 2 years' notice before a plant closing, an improved severance pay formula for workers who lose their jobs, transfer rights to new plants, company payment for retraining, and a neutrality pledge in union organizing. The union also sought to strengthen the union shop provision which permitted union members to resign in any year during a specified 10-day period.

A tentative 3-year agreement between GE and the 13 unions represented by the Coordinated Bargaining Committee was reached on July 1, only hours after the GE contracts expired. Under the settlement, which served as the pattern for the rest of the industry, workers received an immediate pay increase of 50 cents an hour, including a 12-cent general wage increase plus a 38-cent cost-of-living increase, and general wage increases in the next 2 years of 17.5 cents per hour on June 30, 1980, and 15 cents per hour on June 29, 1981. The cost-of-living adjustment formula was revised to provide for an adjustment of 1 cent an hour for each 0.2-percent increase in the CPI-W semiannually, with no restrictions. While the Carter Administration's voluntary wage guidelines limiting wage increases to 7 percent a year played only a minor role in the negotiations, settlement terms met the standards set by the Government.[6]

The unions failed in their attempt to eliminate employee contributions to the company's pension plan. However, GE did agree to raise to $9,000 (previously $6,000) the base pay above which 3 percent of annual earnings are contributed. The retirement age for full pension was lowered to age 60 from 62, and minimum monthly pensions were raised 25 percent to a range of $10 to $15 per month for each year of service. The maintenance of membership provision (employees who are union members at the time an agreement is renegotiated must remain members) was changed so that union members could withdraw from the bargaining unit only during a specified 10-day period near the end of the contract term. Workers also received other benefits. A dental plan was established, workers received longer vacations, life and medical insurance for retired workers was expanded, and an employee stock ownership plan was started.

After 3 of 4 major unions—the IUE, UE, and IBEW—were on strike for several weeks, Westinghouse dropped its demand for a contributory pension plan. The IBEW ended its strike on August 17, 1979 and accepted a tentative 3-year contract which included a company-paid pension plan providing most hourly workers $13 a month for each year of service (previously $11). However, the IUE and UE continued to strike in an attempt to have pension benefits raised to $14 a month. They also wanted job transfer rights in addition to an improved early retirement benefit formula for laid-off workers which was approved by the IBEW.

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[2] "A Wave of Layoffs in Semiconductors" *Business Week*, June 29, 1981, p. 52.

[3] "More Major Layoffs are Slated at GE's Appliance Facilities," *The Wall Street Journal*, Sept. 24, 1981, p. 2.

[4] *Standard and Poor's Industry Surveys*, Aug. 28, 1980, p. E 26.

[5] Raymond A. Joseph, "Automation Helps RCA and Zenith Keep Color-TV Leadership in Face of Imports, *The Wall Street Journal*, May 5, 1981, p. 56.

[6] "The Inflation Catch in GE's Settlement," *Business Week*, July 16, 1979, p. 44.

The IUE and UE finally negotiated an agreement on August 30, 1979, calling for the same pension benefits but providing for eligibility at age 50 for workers affected by plant relocations or cutbacks. While the contracts did not include transfer rights for such workers, an additional job security provision gave younger workers a 50-percent increase in severance pay. These changes were also incorporated into the IBEW contract. In other respects, Westinghouse contracts were similar to those signed earlier at GE.

Members of the Federation of Westinghouse Independent Salaried Unions, many of whom already participated in voluntary contributory pension plans, did not strike, although they did honor the other unions' picket lines. The Federation reached a tentative agreement with Westinghouse on July 24, 1979, which was retroactive to July 16. Under the agreement, contributors to the pension program would receive retirement benefits of $15 a month for each year of service while noncontributors would receive $12 a month for each year of service (previously $11 for all). The base pay above which employees paid 3 percent of their income was raised to $13,400 for those already on the payrolls and $9,000 for new employees.

1982 negotiations

Concern over the growing use of robots, the movement of jobs away from existing plants, and plant shutdowns has made job security a major issue for the 1982 negotiations.[7] To compensate for work force reductions and plant closings, the Coordinated Bargaining Committee will continue to seek unlimited transfer rights and retraining for affected employees.[8] The Committee's position on technological change is that certain safeguards are needed to protect employees from disruptive effects of automation. These safeguards include advance notification before new technology is introduced, establishment of joint union-management committees to deal with the issue, employee retraining, income guarantees, and protection against job loss from the introduction of labor-saving devices.[9]

Desired pension improvements include the elimination of employee contributions at GE and increased benefits for retirees of both companies. Pensions were raised for GE retirees starting February 1, 1980, but the last pension increases at Westinghouse were in July 1978.[10]

Other likely issues for negotiations include wage increases, cost-of-living benefit increases, and company neutrality in union organizing.

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[7] "Develop Program for '82 GE, W [Westinghouse] Negotiations," *UE News*, Dec. 7, 1981, pp. 6-7.

[8] Research Department of the IUE.

[9] "IUE-GE Conference Board Tackles Robots," *IUE News*, March 1981, p. 3.

[10] "IUE-GE Retirees' Pensions Increased 10 Percent Maximum," *IUE News*, March 1981, p. 11.

State and Local Government Collective Bargaining Settlements, 1981

Major State and local government collective bargaining settlements reached in 1981 provided average first-year compensation (wage and benefit) adjustments of 7.8 percent. Annual compensation adjustments over the life of these contracts averaged 7.3 percent. Wages alone increased an average of 7.4 percent in the first contract year and 7.1 percent annually over the life of the agreements.

The Bureau's data on State and local government bargaining agreements covers 1,006,000 employees. The data are limited to bargaining units with at least 5,000 workers. There are 82 such units accounting for about one-fourth of all State and local government employees under negotiated agreements.

Data are reported on 43 settlements reached during 1981 (one bargaining unit had two settlements). Information on two additional settlements is not yet available. In addition to compensation adjustments provided under new settlements, data are presented on all wage changes effective during the year including those provided by settlements reached in 1981, deferred adjustments under the terms of agreements negotiated prior to 1981, and cost-of-living adjustments (COLA).

Settlements reached in 1981

Not all of the 1981 settlements provided for compensation or wage increases. Workers employed by the city of Detroit agreed to a 2-year compensation freeze to ease the city's financial problems. The ratification of this agreement in August 1981 rescinded the provisions for deferred general wage increases scheduled under a 1980 agreement. Chicago public school teachers agreed to a 1-year wage freeze. However, the city agreed to assume what had been the teachers' share of the cost of their pension plan.

Three 1981 settlements were in situations in which there was a cost-of-living adjustment (COLA) clause in the previous agreement; two of these dropped the COLA clause. A COLA clause was introduced in another contract. As a result, the total number of State and local agreements with COLA clauses dropped from 13 to 12.

Thirty-two percent of the employees covered by the settlements reached during 1981 were in the West, 27 percent in the North Central, 22 percent in the Northeast, and 19 percent in the South. Nationally, employees covered by the settlements were evenly divided between State and local governments.

Effective wage adjustments

Wage adjustments made during 1981 resulted from the 43 settlements reached during the year, deferred increases under 37 agreements negotiated in prior years, and COLA increases made under 12 contracts. Approximately 926,000 workers in 77 bargaining units received pay increases averaging 9.5 percent; about 80,000 workers in 5 bargaining units received no increase. When prorated over 1,006,000 workers in the 82 bargaining units, the wage adjustments put into effect averaged 8.7 percent:

Effective wage adjustments in 1981

	Numbers of workers involved (in thousands)	*Average wage change (in percent)*	
		Workers receiving adjustments	All workers (prorated)
None	80	0.0	-
All adjustments	926	9.5	8.7
New adjustments	404	8.2	3.3
Deferred adjustments	498	9.1	4.5
COLA clauses	214	4.3	.9

Teachers in Philadelphia were shceduled to receive a 10-percent deferred wage increase in September 1981 under a contract negotiated in 1980. To date, this increase has not been paid, nor has any new contract been reached. If this increase had been paid to the 14,000 teachers, the effective deferred wage adjustment would have been 4.6 percent, instead of 4.5 percent.

Explanatory note about the data

The series is limited to State and local government collective bargaining units with 5,000 workers or more. State and local governments were asked to provide information on agreements if (1) a labor organization is recognized as the bargaining agent for a group of workers, and settlements are embodied in signed, mutually binding collective bargaining agreements; and (2) at least wages are determined by collective bargaining. The Bureau of Labor Statistics is aware of 89 units of 5,000 workers or more, covering approximately 1 million workers. Details of 92 percent of the agreements in effect in 1981 were obtained. Estimates of the cost of negotiated wage and benefit changes were calculated using a standard procedure for each bargaining unit.

Measures of compensation (wages and benefits) changes are obtained by dividing the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the wage and benefit portions of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement will not change (that is, methods of financing pensions or composition of the labor force) will remain constant. The data, therefore, are measures of negotiated change, and not of total changes in employer cost. Public and private sector negotiated compensation changes are not strictly comparable because pension benefits are not subject to collective bargaining in many State and local government jurisdictions.

Measures of percentage changes in wage rates are obtained by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached.

Data for 1981 settlements include specified first-year and deferred changes but exclude potential changes resulting from COLA clauses. Unscheduled adjustments made during the term of existing contracts are treated as new settlements, and are considered in the computation of effective wage adjustments. Contract duration runs from the effective data of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent increases over the contract term take account of the compounding of sucessive increases.

Table 1 summarizes data on settlements concluded during 1980 and 1981. Measures are expressed as average "adjustments" to include settlements in which wage rates are increased, decreased, or unchanged. The distribution of workers in tables 2 through 5 is based on the average changes for all workers covered by the individual settlements. Means and medians are computed from these averages, which are weighted by the number of workers affected.

PRELIMINARY

Table 1. Percent changes in compensation and wages in State and local government settlements covering 5,000 workers or more reached in 1980-81

Measures	1980			1981		
	Average adjustments[1]		Number of workers (in thousands)	Average adjustments		Number of workers (in thousands)
	Wages only	Compensation		Wages only	Compensation	
First-year changes:						
State and local government	7.5	7.3	425	7.4	7.8	451
Settlements with COLA clauses	7.3	6.4	55	([3])	([3])	([3])
Settlements without COLA clauses	7.6	7.4	370	([3])	([3])	([3])
State government	6.5	6.7	62	8.1	8.2	227
Local government	7.7	7.4	363	6.7	7.4	223
Annual rate of change over the life of contract:[2]						
State and local government	7.8	7.4	425	7.1	7.3	451
Settlements with COLA clauses	6.7	5.8	55	([3])	([3])	([3])
Settlements without COLA clauses	7.9	7.6	370	([3])	([3])	([3])
State government	7.1	7.0	62	7.5	7.4	227
Local government	7.9	7.4	363	6.6	7.3	223

[1] Includes three local government settlements covering 41,000 workers that provided no specified wage changes for the first 12 months of the contract.

[2] Total increases over contract term expressed at an average annual (compound) rate.

[3] Insufficient number of settlements to provide information in this subgroup.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 2. Percent distribution of workers by first-year compensation action under State and local government settlements covering 5,000 workers or more reached in 1979-81

Compensation[1]	Percent of workers		
	1979	1980	1981
All actions	100	100	100
No change	–	3	2
Decreases	–	–	–
Increases	100	97	98
Average percent increase			
Under 6	18	15	17
6 and under 8	60	50	35
8 and under 10	14	25	24
10 and over	7	7	21
Number of workers (in thousands)	599	425	451
Mean adjustment (percent)	7.0	7.3	7.8
Median adjustment (percent)	6.8	7.6	7.7

[1] Changes in average hourly compensation (wages and benefits) decided upon during the period and effective within 12 months after the effective date of the agreement

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 3. Percent distribution of workers by average compensation action over the life of the contract for State and local government settlements covering 5,000 workers or more reached in 1979-80

Compensation[1]	Percent of workers		
	1979	1980	1981
All actions	100	100	100
No change	–	–	2
Decreases	–	–	–
Increases	100	100	98
Average percent increase			
Under 4	13	3	–
4 and under 6	14	16	24
6 and under 8	57	55	29
8 and under 10	12	19	39
10 and over	5	7	6
Number of workers (in thousands)	599	425	451
Mean adjustment (percent)	6.5	7.4	7.3
Median adjustment (percent)	6.5	7.5	7.8

[1] Changes in average hourly compensation (wages and benefits) by the end of the contract period. Percentages are expressed as average annual (compound) rate.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 4. Percent distribution of workers by first-year action under State and local government settlements covering 5,000 workers or more reached in 1979-81

Wage action[1]	Percent of workers		
	1979	1980	1981
All actions	100	100	100
No change	4	10	9
Decreases	–	–	–
Increases	96	90	91
Average percent increase			
Under 6	23	8	1
6 and under 8	52	18	37
8 and under 10	12	53	31
10 and over	8	12	21
Number of workers (in thousands)	599	425	451
Mean adjustment (percent)	6.8	7.5	7.4
Median adjustment (percent)	7.0	8.0	8.0

[1] Changes in average hourly earnings, excluding overtime, decided upon during the period and effective within 12 months after the effective date of the agreement.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 5. Percent distribution of workers by average wage action over the life of the contract for State and local government settlements covering 5,000 workers or more reached in 1979-81

Wage action[1]	Percent of workers		
	1979	1980	1981
All actions	100	100	100
No change	4	3	9
Decreases	–	–	–
Increases	96	97	91
Average percent increase			
Under 4	10	–	–
4 and under 6	11	9	6
6 and under 8	41	26	32
8 and under 10	26	52	48
10 and over	8	10	6
Number of workers (in thousands)	599	425	451
Mean adjustment (percent)	6.5	7.8	7.1
Median adjustment (percent)	6.7	8.0	8.0

[1] Changes in average hourly earnings, excluding overtime. Presents the total amount of the wage adjustment over the life of the agreement. Percentages are expressed as an average annual (compound) rate.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 6. Selected characteristics of State and local government settlements covering 5,000 workers or more reached in 1981, by duration of contract

Measure	6 months to under 18 months	18 months to under 30 months	30 months to under 40 months	All contracts
Number of settlements	16	25	2	43
Number of workers (in thousands)	185	245	20	451
Average duration (months)	12.0	23.8	36.0	19.5
Percent adjustment in compensation:				
First contract year	7.2	8.2	8.2	7.8
Average over life of contract	7.2	7.4	7.9	7.3
Percent adjustments in wages:				
First contract year	6.4	8.1	8.0	7.4
Average over life of contract	6.4	7.5	7.9	7.1

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981										1982	
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.
Major bargaining settlements		X		X			X			X		
State and local government settlements						X			X			
Employment Cost Index		X			X			X			X	
Index to wage and benefit changes in preceding year												X

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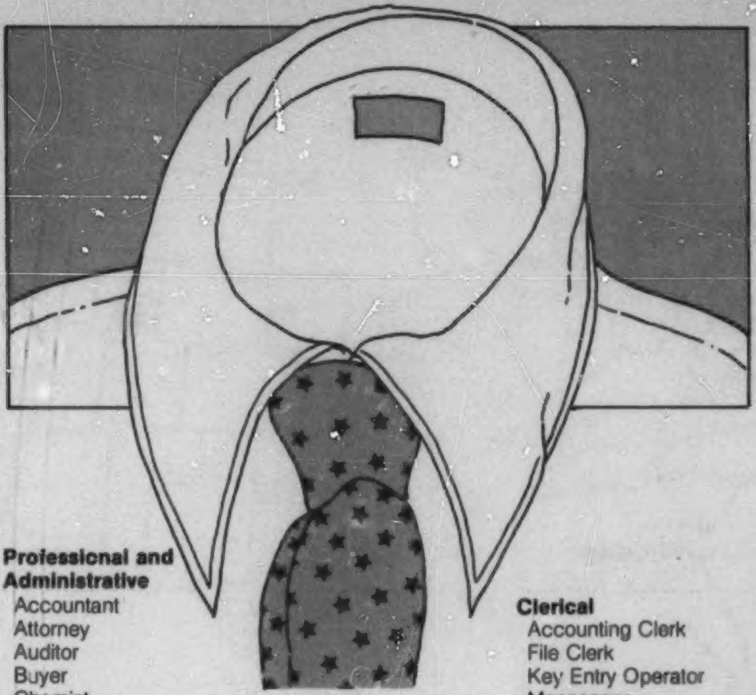
A Report on White-Collar Salaries by Occupation
from the Bureau of Labor Statistics



The 22nd in an annual series, the **"National Survey of Professional, Administrative, Technical, and Clerical Pay, March, 1981,"** provides nationwide salary averages and distributions for 96 work level categories covering 23 occupations. Data for purchasing assistants and photographers are published for the first time. The occupations include:

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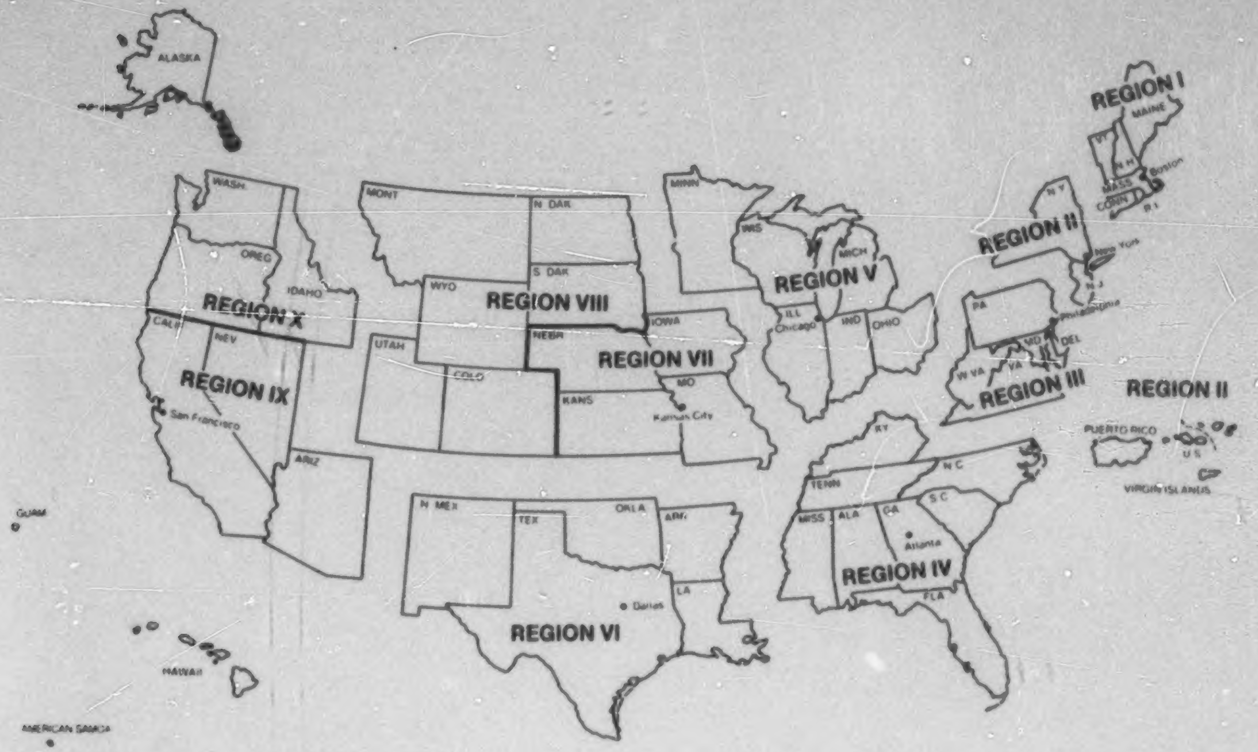

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Includes Data for March 1982

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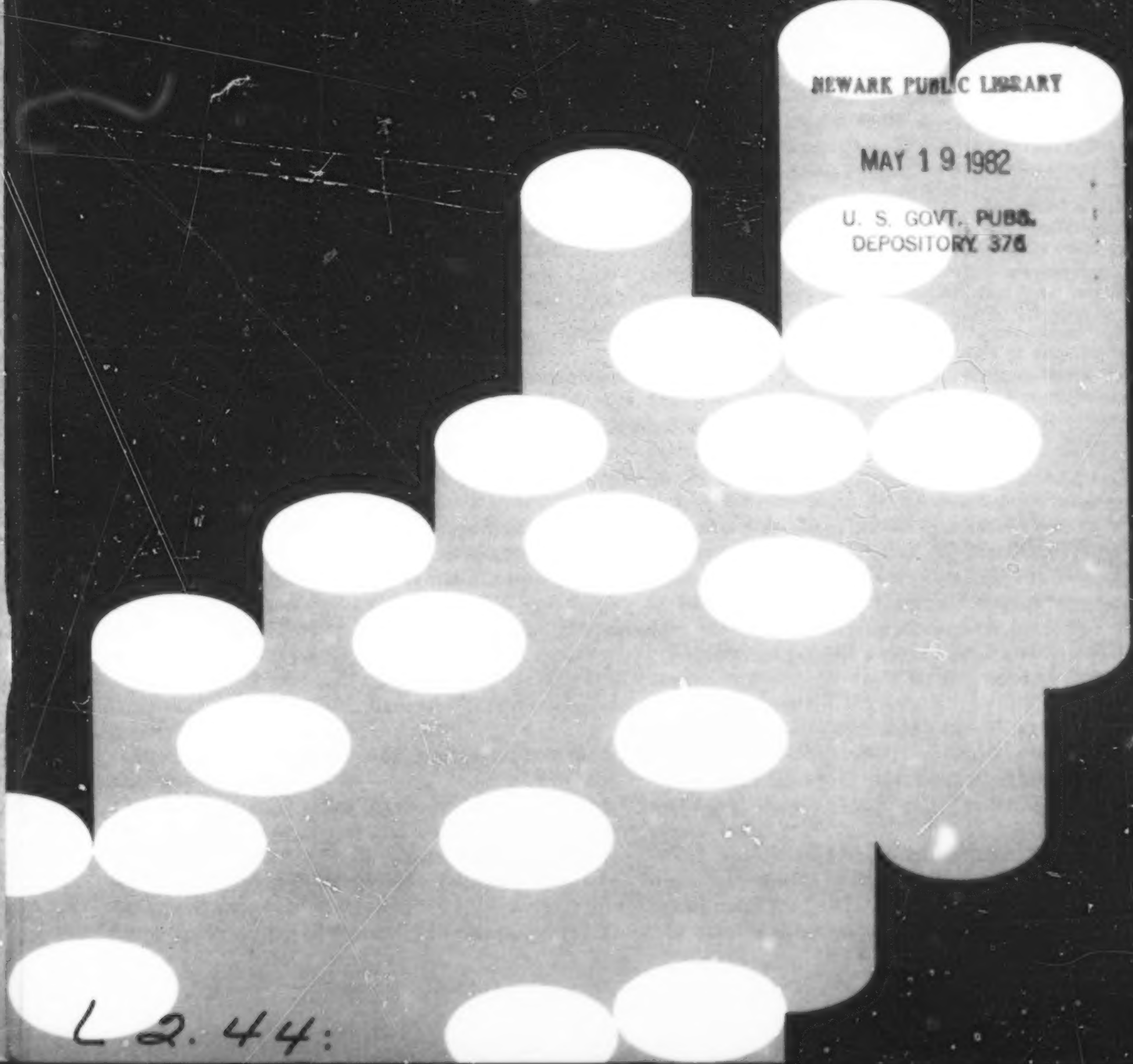

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The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1, 1985. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

April 1982 Volume 34 Number 4

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

GM, UAW settle early. General Motors Corp. and the Auto Workers agreed to a 30-month accord that paralleled the terms of the union's February agreement with Ford Motor Co. (See *Current Wage Developments,* March 1982, p. 1.) GM and UAW officials said that they were optimistic that the new contract will help alleviate the severe sales and employment downturn that has afflicted the domestic automobile industry for several years. Following the March 20 settlement, the domestic car makers reported that they built 325,000 units in February, a decline of more than 32 percent from the same period of 1981 and the lowest total for that month since 1948.

UAW President Douglas A. Fraser emphasized the job security aspects of the agreement, saying "We've succeeded in achieving a series of breakthroughs on job security that will stop the hemorraging of GM workers' jobs." At the time, 320,000 UAW members were on the job at GM and 140,000 were on layoff.

Alfred S. Warren Jr., the company's vice president for industrial relations, described the accord "as a historic agreement, because it recognizes the unexpected changes taking place in world competition, and brings GM management and GM employees together in a united effort to meet and overcome that competition."

The GM contract, like the Ford contract, was effective immediately, superseding the current 3-year contract which had been scheduled to expire on September 14, 1982. The new contracts at both companies did not provide for any specified wage increases over their term, which ends on September 14, 1984. The cost-of-living pay adjustment provision differed slightly at the two companies but the goal was to equalize labor cost increases. At GM, the June and September 1982 cost-of-living adjustments will be deferred 18 months, as will 10 cents of any adjustment that occurs in December 1982. The 10-cents deferral in December was intended to offset a 10-cents cost-of-living adjustment that was effective in March 1982 under provisions of the 1979 contract. The Ford settlement provided for 18-month deferrals of the adjustment normally effective in March 1982 (10 cents), as well as the June and September 1982 quarterly adjustments.

There also were other differences between the GM and Ford contracts:

The GM contract called for the company to reopen four of the six plants it had closed after the parties had temporarily broken off negotiations in January. The four plants employed about 5,000 UAW members. In addition, GM agreed to aid some of the 5,000 workers affected by the closing of the other two plants, located in California, by permitting laid-off employees with 10 years of service to participate in the Guaranteed Income Stream program.

The GM accord also called for the reopening of one other plant and for transferring 1,500 employees affected by the closing of a stamping plant in Cleveland.

At Ford, eligibility for the Guaranteed Income Stream was limited to laid-off employees with 15 years of service. The Ford accord did not provide for the reopenings of any specific plants. However, on March 17, Ford did announce the reopening of a valve plant. This resulted from a contract provision limiting Ford's purchase of parts from other companies.

- At GM, a legal-services plan was established financed by company funding of 3-cents-an-hour per worker. Legal representation will be provided by the plan's staff attorneys. The Ford settlement did not provide for adoption of a legal-services plan but the parties did agree to study the feasibility of such a plan.

The new profit-sharing plan at GM calls for employees to receive 10 percent of that portion of the company's U.S. pretax profit in excess of the sum of 10 percent of net worth and 5 percent of other assets. Any resulting distribution to the workers will be reduced by 1/10 of 1 percent of the value of the "other assets" to help defray the cost of the improvements in the Guaranteed Income Stream program over the Ford program.

The union conceded that this formula was not as liberal as the Ford formula but asserted that GM workers still would fare better because of GM's better operating results. The UAW calculated that over the preceding 6 years, GM workers would each have received $2,231 under their new formula, compared with $826 Ford workers would have received under their formula.

- At GM, the pilot "lifetime job guarantee" program will be tested at four plants, compared with two plants at Ford. These numbers actually were more or less equivalent because GM has more plants than Ford.
- At GM, a program was adopted to reduce unwarranted time off by reducing the nonwage benefits available for chronic absentees.
- General Motors agreed to establish and finance an internal occupational safety and health advisory board.

The ratification vote tally, announced by the UAW in mid-April, was 114,510 to 105,297 in favor of the agreement.

The International Union of Electrical Workers also negotiated similar terms for the 22,000 workers it represents at GM.

In another development, General Motors confirmed that it was laying off salaried employees with low performance ratings and reducing their severance pay and other monetary benefits. A GM official said that the actions will involve "a very limited number" of the company's 137,000 salaried employees in the United States and Canada.

Elsewhere in the industry, talks were continuing between American Motors Corp. and the UAW on a company proposal that its 15,000 employees lend it $150 million for new product development, to be repaid with interest. Initial indications were that the UAW favored the general idea, with some modifications.

Volkswagen of America moved to reduce labor costs by limiting payment of its cost-of-living allowance for salaried employees to straight time hours worked. Previously, the 4,000 workers had also received the allowance for overtime hours and for vacations, holidays, and sick days.

Earlier, the company had postponed plans to build a second plant in the United States. The 4,600 production workers at the existing plant in Westmoreland County, Pa., who are represented by the Auto Workers, negotiated a 16-month agreement in November 1981 that provided for an immediate 50-cents-an-hour wage increase, for a 10-cents-an-hour increase in June 1982, and for a 1982 specified wage increase matching any 1982 specified increase resulting from the GM—UAW negotiations. There were no indications whether Volkswagen was planning to ask for revisions in its agreement because of the labor-cost concessions included in the 1982 GM settlement.

New York State workers settle. About 165,000 employees of New York State were covered by 3-year agreements that varied on some points but provided similar overall gains in wages and benefits. All of the contracts provided for adoption of 2-week delays in paydays that were expected to save the State $88 million in the current fiscal year.

One of the settlements involved 107,000 administrative, clerical, and blue-collar employees represented by the Civil Service Employees Association. It provided for a 9-percent pay increase on April 1, 1982, and for 5-percent increases on April 1 and September 1 of 1983 and 1984. These employees previously averaged $11,395 a year.

To help minimize the immediate cost of the accord, which also called for benefit improvements, the union agreed to initiation of a 2-week lag in payrolls. Under this procedure, paychecks will be delayed 1 additional day in each successive biweekly pay period, resulting in a cumulative delay of 10 working days or 2 calendar weeks after 10 pay periods. At retirement, workers will be paid for the 10 days at the pay rates they are then receiving.

In a change sought by the union, the parties agreed to end a performance evaluation system under which workers could receive varying payments based on management's assessment of their work. Instead, the parties agreed to return to the system that prevailed prior to the 1979 accord under which all workers in a particular grade will receive the same pay increase as long as their individual performance is at least satisfactory.

The second settlement, covering 47,000 professional, scientific, and technical workers, varied somewhat by providing for a 9-percent salary increase effective April 1, 1982, and for 8-percent increases on each of the next two anniversaries. In another difference, this settlement, which was negotiated by the Public Employees Federation, provided for workers hired after March 31, 1982, to accrue 10 days of sick leave and 3 days of personal leave a year, while those already on the payroll continued to accrue 13 days of sick leave and 5 days of personal leave.

The final settlement, with Council 82 of the State, County and Municipal Employees, provided for essentially the same provisions as the Civil Service Employees Association. In one difference, the witholding of 2-weeks pay will be accomplished by paying employees for 9½ instead of 10 days for 20 consecutive pay periods.

Teamsters, Farm Workers extend peace accord. Renewal of jurisdictional disputes between the United Farm Workers and the Teamsters over organizing agricultural workers in California and other Western States was apparently averted when the unions extended a peace treaty for 1 year that had been scheduled to expire in March. The original 5-year treaty, signed in 1977, ended a struggle between the unions that began about 10 years earlier. (See *Current Wage Developments*, April 1977, p. 1.)

Under the agreement, the Farm Workers are limited to organizing workers engaged in growing agricultural products and the Teamsters are limited to organizing workers engaged in processing, preserving, and transporting the products.

Prior to announcement of the agreement extension, Farm Workers' President Cesar Chavez had blamed the Teamsters for financial and operating difficulties his union was experiencing. Referring to the period when the unions were in open conflict, he said, "It will take us 3 to 4 (more) years to recover from the devastating blows we suffered in that fight."

An official of the Teamsters union said " . . . if we stay out of farm labor for a while, it will give the lie to those who say we Teamsters are to blame for the weakening or the end of the UFW."

Lupe Mortinez, a regional director of the California Agricultural Labor Relations Board estimated that the UFW has between 30,000 and 50,000 members in the State at any one time.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
		MANUFACTURING
APPAREL AND OTHER TEXTILE PRODUCTS		
Single pants manufacturers National Clothing and Textile Workers —65,000	10 cents 6/1/81	Automatic annual cost-of-living adjustment; previously received 10 cents adjustment on 6/1/80; see CWD Oct. 1979.
FURNITURE AND FIXTURES		
Georgia-Pacific Corp., Williams-Wando plant Sumter, S.C. Furniture Workers—1,200	45 cents 4/24/82	Deferred increase negotiated 4/24/81 (CWD July 1981); see CWD Dec. 1980.
PAPER AND ALLIED PRODUCTS		
International Paper Co., Multiple Mill Group S.C., Ala., Fla., Miss., Ark., and La. Paper Workers; Firemen and Oilers—8,000	5 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1981.
Owens-Illinois, Inc., Lily Div. Springfield, Mo. Electrical Workers (IBEW)—1,000	10 percent 3/1/82	Deferred increase negotiated 2/28/81 (CWD Apr. 1981).
Boise Cascade Corp., Crown Zellerbach Corp., Georgia-Pacific Corp., I.T.T. Rayonier Inc., Menasha Corp., and Weyerhaeuser Corp. Washington, Oregon, and California Western Pulp and Paperworkers (Ind.)—6,700	90 cents 3/14/82	Deferred increase negotiated 4/81 (CWD May 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRINTING AND PUBLISHING		
National Blank Book Co. Holyoke, Mass. Graphic Arts—1,100	9 percent 3/1/82	Deferred increase negotiated 3/18/81; see CWD Mar. 1980.
Printing Industries of Metro New York New York, N.Y. Graphic Arts—4,800	8 percent 3/1/82	Deferred increase negotiated 2/19/81; see CWD Mar. 1980.
Printers League Section, Printing Industries of Metropolitan New York, Inc. New York, N.Y. Printing and Graphic Communications Union—3,000	8 percent 3/4/82	Deferred increase negotiated 3/4/81; see CWD Mar. 1980.
Printing Industries of Metropolitan New York, Inc., Printers League Section New York, N.Y. Typographical Union—4,000	3 percent 4/1/82	Deferred increase negotiated 12/75 (CWD Feb. 1976); previously received 1.1 percent automatic quarterly cost-of-living adjustment on 1/1/82; see CWD Apr. 1981.
Publishers Assn. of New York (deliverers) New York, N.Y. Newspaper and Mail Delivers—1,200	3 percent 3/1/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
The Daily News New York, N.Y. Newspaper Guild—1,100	3 percent 3/1/82	Automatic semiannual cost-of-living adjustment; previously received a 5.3 percent annual cost-of-living adjustment on 3/30/81; see CWD Mar. 1982.
Simplicity Pattern Co., Inc. Niles, Mich. Graphic Arts—1,000	3 percent 3/15/82	Deferred increase negotiated 8/80; see CWD Sept. 1981.
CHEMICALS AND ALLIED PRODUCTS		
Lever Brothers Co. Various locations Chemical Workers—2,000	5 percent 3/14/82	Deferred increase negotiated 3/81 (CWD June 1981).
E.R. Squibb and Sons, Inc. (production and maintenance employees) New Brunswick, and Lawrenceville N.J. Oil, Chemical and Atomic Workers—2,000	18 cents 7/27/81	Automatic quarterly cost-of-living adjustment, the maximum total adjustment permitted for 5/1/81—4/30/82 period; previously received 16 cents quarterly adjustment 7/27/80 (the maximum total permitted for 5/1/80—4/30/81 period), and 16 cents quarterly adjustment in 1/80 (the maximum total permitted for 5/1/79—4/30/80).
Union Carbide Corp., Agricultural Products Co. (formerly Chemical and Plastics Operations Div.) Institute, W. Va. Machinists—1,100	90 cents 1/17/82	Deferred wage increase under 2-year agreement negotiated 1/19/81 providing an immediate $1.41 wage increase; 45 cents 2d and 55 cents 3d shift differentials (were both 40 cents); 11th paid holiday, employee's birthday; increased weekly nonoccupational disability payments; hospital-medical insurance benefits maintained by increased monthly company premiums; $50 (was $35) for safety shoes; see CWD Jan. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
LEATHER AND LEATHER PRODUCTS		
Southern California Shoe Manufacturers Assn., Inc. Los Angeles, Calif. area Clothing and Textile Workers (formerly Shoe Workers)—1,200	15 cents 4/1/82	Deferred increase under 31-month agreement ratified 10/4/81 retroactive to 10/1/81; agreement also provided: 15 cents effective 10/1/81, 1/1/83, and 10/1/83; improved insurance program includes $50 day (was $35) hospitalization for 31 days for dependents and $60 day 2d year, $500 surgical schedule (was $450), and $550 2d year; $300 (was $220) miscellaneous hospital expense; for employees, $20,000 major medical maximum, 80/20 coinsurance with $150 deductible; for dependents, $15,000 maximum, 80/20 coinsurance and $200 deductible; settlement preceded by 5-day strike; see CWD Oct. 1978.
STONE, CLAY AND GLASS PRODUCTS		
Corning Glass Works Corning, N.Y. area Flint Glass Workers—4,000	2 cents 1/4/82	Automatic annual cost-of-living adjustment; previously received 59 cents deferred increase 11/9/81 under agreement negotiated 1/81 (CWD Apr. 1981).
PRIMARY METAL INDUSTRIES		
Aluminum Co. of America Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—9,200	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Reynolds Metals Co. Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—6,000	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Reynolds Metals Co. Various locations Steelworkers—8,100	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Kaiser Aluminum & Chemical Corp. Various locations Steelworkers—11,000	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
NL Industries, Inc. Doehler-Jarvis Casting Div. Batavia, N.Y.; Pottstown, Pa.; and Toledo, Ohio Automobile Workers—2,000	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment, the maximum permitted each quarter during the 2d contract year; see CWD Jan. 1982.
Reynolds Metals Co., Alloys Plants and Reduction Plant Listerhill, Ala., area Trades Council, Machinists and Firemen and Oilers—1,200	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Revere Coper and Brass, Inc. Goose Pond Island (Scottsboro) Ala. Steelworkers—1,100	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Ormet Corp. Hannibal, Ohio Steelworkers—1,800	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES —Continued		
Consolidated Aluminum Corp. Hannibal, Ohio Steelworkers—1,000	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Buckeye International, Inc. Buckeye Steel Castings Co. Div. Columbus, Ohio Steelworkers—1,350	5 cents	Automatic quarterly cost-of-living adjustment; previously received 19 cents adjustment 10/1/81 and 15 cents 7/1/81; see CWD July 1981.
Wagner Castings Co. Decatur, Ill. Allied Industrial Workers—1,000	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Anaconda Aluminum Co. Columbia Falls, Mont. Aluminum Trade Council (Aluminum Workers and 7 other unions)—900	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Aluminum Co. of America Vancouver and Wentachee, Wash. Aluminum Trades Council—2,100	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Martin Marietta Aluminum, Inc. The Dalles, Oreg., and Goldendale, Wash. Steelworkers—1,800	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
FABRICATED METAL PRODUCTS		
Textron Inc., CWC Castings Div. Muskegon, Mich. Automobile Workers—1,050	9 cents 3/82	Automatic quarterly cost-of-living adjustment under 3-year agreement ratified 3/20/81; $2.30 of $2.37 cost-of-living allowance (including 22 cents 3/81) incorporated into base rates and clause continued at formula unchanged, 1 cent for each 0.3-point increase in BLS-CPI-W (1967 = 100) with one cent deduction from each adjustment—resulted in 21 cents adjustments in 6/81, 9/81 and 12/81, no general wage increases in 1st or 2d contract years, 20 cents effective 3/23/83; 15th paid holiday, personal day off during 3d contract year; $14.50 (was $13.50) month pension for each year of credited service, and $15.50 2d year; $10,500 (was $8,500) life insurance 7/1/81, and $11,500 2d year; $125 week sickness and accident benefit (was $105) 2d year, $130 week 3d year; improved drug, optical and dental plans and 1-cent-an-hour increase in funding both 2d and 3d years; funeral leave extended to cover death of grandchildren; see CWD Jan. 1981.
Master Lock Co. Milwaukee, Wis. Automobile Workers—1,250	28 cents 1/3/82	Automatic semiannual cost-of-living adjustment; previously received 32 cents 6/28/81; see July 1981.
MACHINERY, EXCEPT ELECTRICAL		
International Harvester Co. Various locations Automobile Workers—35,000	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustment on 12/1/81; see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Massey-Ferguson, Inc. Various locations Automobile Workers—2,100	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Caterpiller Tractor Co. Various locations Automobile Workers—40,000	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Allis-Chalmers Corp. Gadsden, Ala., La Porte, Ind., Bloomington, Minn., Memphis, Tenn., and W. Allis, Wis. Automobile Workers—1,900	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustment on 12/1/81; see CWD Feb. 1982.
Bucyrus-Erie Co. Erie, Pa., Evansville, Ind., and S. Milwaukee, Wis. Steelworkers—1,800	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 17 cents cost-of-living adjustment in 12/81, 26 cents in 9/81, 21 cents in 6/81, and 22 cents in 3/81; see CWD Sept. 1980.
Hyster Co. Various locations United Shop and Services Employees Union—1,000	5 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Worthington Corp., subsidiary of McGraw Edison Co. Various locations Steelworkers—1,600	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents cost-of-living adjustment on 12/1/81; see CWD Dec. 1981.
Fafnir Bearing Co., Div. of of Textron, Inc. New Britan, Conn. Automobile Workers—3,200	14 cents 9/21/81	Automatic quarterly cost-of-living adjustment; no recent listing.
Buffalo Forge Co. Buffalo, N.Y. Steelworkers—1,000	9 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 14 cents adjustment in 7/81, and 17 cents in both 4/81 and 1/81; see CWD Oct. 1980.
Carrier Air Conditioning Co. Syracuse, N.Y. Sheet Metal Workers—3,200	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Morse Chain Co. Ithaca, N.Y. Machinists—1,050	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Dresser Industries Inc., Dresser Clark Div. Olean, N.Y. Steelworkers—1,200	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Elliot Co., Div. of Carrier Corp. Jeannette, Pa. and Springfield, Ill. Steelworkers—1,600	17 cents 12/1/81	Automatic quarterly cost-of-living adjustment; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Borg-Warner Corp., York Div. York, Pa. Automobile Workers—2,000	5 cents 1/25/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Joy Manufacturing Co. Franklin, Pa. Machinists—1,600	11 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 21 cents on 10/1/81; see CWD Feb. 1980.
Mesta Machine Co. West Homestead, Pa. Steelworkers—1,000	10 cents 3/1/82	Deferred increase negotiated 4/15/81; see CWD Mar. 1980.
Koppers Co., Inc. Metal Products Div. Baltimore, Md. Machinists—1,600	43 cents 10/5/81	Automatic semiannual cost-of-living adjustment; previously received 46 cents adjustment in 4/81; see CWD July 1980.
Carrier Corp. Morrison, Tenn. Sheet Metal Workers—1,800	20 cents 9/1/81	Automatic quarterly cost-of-living adjustment; no recent listing.
ACF Industries Inc., W-K-M Valve Div. Houston, Tex. Machinists—3,600	10.5 percent 4/26/82	Deferred increase negotiated 4/27/81 (CWD Nov. 1981); see CWD Sept. 1980.
Hughes Tool Co., Oil Tool Div. Houston, Tex. Steelworkers—2,850	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Cameron Iron Works, Inc. Houston, Tex. Machinists—3,600	10 cents 12/1/81	Automatic quarterly cost-of-living adjustment; no recent listing.
J.I. Case Co. Wis., Ill., Ind., and Iowa Automobile Workers—7,700	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Acme-Cleveland Corp., National Acme Co. Div. Cleveland, Ohio Machanics' Educational Society of America	8 cents 3/3/82	Automatic quarterly cost-of-living adjustment; previously received 17 cents on 12/3/81; 26 cents in 9/81, 19 cents in 6/81 and 20 cents in 3/81; see CWD Oct. 1981.
Timken Co. Canton, Columbus, and Wooster, Ohio Steelworkers—10,000	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents cost-of-living adjustment on 12/1/81 see CWD Oct. 1981.
Avco Corp., New Idea Div. Coldwater, Ohio Steelworkers—1,125	3 percent 4/16/82	Deferred increase negotiated 4/15/81 (CWD Nov. 1981); see CWD Oct. 1980.
Tecumseh Products Co. Marion, Ohio Automobile Workers—1,700	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 20 cents adjustment in 10/81, 15 cents in 7/81, 16 cents in both 4/81 and 1/81; see CWD Mar. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Marion Power Shovel Co., a subsidiary of Pittsburgh Coke and Chemical Corp. Marion, Ohio Steelworkers—1,200	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents cost-of-living adjustment on 12/1/81; see CWD July 1980.
Cummins Engine Co., Inc. Columbus, Ind. Diesel Workers' Union (Ind.)—7,000	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents cost-of-living adjustment in 12/81, and 23 cents in 9/81; see CWD May 1981.
Deere and Co. Illinois and Iowa Automobile Workers—31,300	1.3 percent 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 2.2 percent cost-of-living adjustment on 12/6/81 see CWD Dec. 1981.
Electric Wheel Co., Div. of Firestone Quincy, Ill. Automobile Workers—1,000	20 cents 4/1/82	Deferred increase negotiated 6/13/81; previously received 8 cents quarterly cost-of-living adjustment in 3/82; 19 cents in 12/81, and 19 cents in 9/81; see CWD May 1980.
Danly Machine Corp. Cicero, Ill. Steelworkers—1,800	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Outboard Marine Corp., Johnson Div. Waukegan, Ill. Industrial Marine and Machinists Assn.—1,800	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment 12/1/81, 19 cents in 9/81, 16 cents in 6/81, and 16 cents in 3/81; see CWD Oct. 1980.
Burroughs Corp. Detroit, Mich. Automobile Workers—1,800	See next column 3/1/82	9 cents automatic quarterly cost-of-living adjustment and 2.5 percent deferred increase negotiated 3/80; see CWD Feb. 1982.
Clark Equipment Co., Industrial Truck Div. Battle Creek, Mich. Allied Industrial Workers—1,600	17 cents 1/4/82	Automatic quarterly cost-of-living adjustment; previously received 23 cents adjustment in 10/81, 17 cents in 7/81, and 22 cents in 4/81; see CWD Mar. 1981.
Sealed Power Corp. Muskegon, Mich. Automobile Workers—1,200	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents cost-of-living adjustment in 12/81, 20 cents in 9/81, 21 cents in 6/81, and 22 cents in 3/81; see CWD July 1980.
Tecumseh Products Co. Tecumseh, Mich. United Products Workers (Ind.)—1,750	13 cents 1/1/82	Automatic quarterly cost-of-living adjustment, previously received 19 cents in 10/81 and 15 cents in 7/81; see CWD Nov. 1980.
Westinghouse Electric Corp., Thermo King Div. Bloomington, Minn. Steelworkers—1,100	1/11/82 26 cents	Automatic semiannual cost-of-living adjustment; previously received 24 cents adjustment in 7/81 and 26 cents in 1/81; no recent listing.
White Motor Corp. (White Farm Equip. Co.) Charles City, Iowa Automobile Workers—1,400	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 17 cents adjustment in 12/81, 26 cents in 9/81, 20 cents in 6/81, and 22 cents in 3/81; see CWD May 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
FMC Corp., Crane and Excavator Div. Cedar Rapids, Iowa Automobile Workers—1,000	23 cents 4/1/82	Deferred increase negotiated 4/81; previously received 13 cents automatic quarterly cost-of-living adjustment on 1/4/82; see CWD May 1980.
Rexnord Inc., West Milwaukee Operations Milwaukee, Wis. Steelworkers—1,500	13 cents 1/4/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents adjustment in 10/81, 18 cents in 7/81, 24 cents in 4/81, and 23 cents in 1/81; no recent listing.
Harnischfeger Corp. Milwaukee, Wis. Steelworkers—2,200	7 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents adjustment in 12/81, 21 cents in 9/81, 22 cents in both 6/81 and 3/81; see CWD 1980.
Outboard Marine Corp., Evinrude Motors Div. Milwaukee, Wis. Steelworkers—1,000	1.5 percent 4/1/82	Deferred increase negotiated 4/1/81; see CWD Feb. 1982.
Beloit Corp. Beloit, Wis. Machinists—1,000	19 cents 10/1/81	Automatic quarterly cost-of-living adjustment; previously received 10 cents adjustment in 7/81; no recent listing.
Deere Horicon Works Horicon, Wis. Machinists—1,200	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 23 cents cost-of-living adjustment on 12/1/81 and 22 cents in 9/81, 6/81, and 3/81; see CWD Oct. 1981.
Tecumseh Products Co., Lauson Engine Div. New Holstein, Wis. Machinists—2,000	10 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents adjustment in 10/81, 14 cents in 7/81, 17 cents in both 4/81 and 1/81; see CWD Dec. 1980.
The Trane Co. La Crosse, Wis. Machinists—1,820	55 cents 8/3/81	Automatic annual cost-of-living adjustment; no recent listing.
Sperry Rand Corp., Sperry-Vickers Div. Joplin, Mo. Allied Industrial Workers—1,000	14 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 1 cent adjustment in 4/81 and 19 cents in 1/81; see CWD Nov. 1980.
California Metal Trades Assn. San Francisco Bay, area, Calif. Machinists—4,000	45 cents 4/1/82	Deferred increase negotiated 4/11/80 (CWD Oct. 1980); previously received 5 cents automatic quarterly cost-of-living adjustment in 1/82, 20 cents in 10/81, 15 cents in 7/81, 16 cents in 4/81, and 17 centys in 1/81.
Caterpillar Tractor Co. San Leandro, Calif. Machinists—1,400	9 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents adjustment in 10/81, 14 cents in 7/81, 18 cents in 4/81, and 17 cents in 1/81; no recent listing.
Westinghouse Electric Corp., Marine Div. Sunnyvale, Calif. Machinists—1,600	25 cents 1/11/82	Automatic semiannual cost-of-living adjustment; previously received 25 cents adjustment in 7/81 and 26 cents in 1/81; no recent listing.
Washington, Metal Trades, Inc. Seattle, Wash. Various unions—5,000	3 percent 4/1/82	Deferred increase negotiated 4/1/80 (May 1980); previously received 13 cents automatic quarterly cost-of-living adjustment in 1/82, 25 cents in 10/81, and 18 cents in 7/81.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT		
Teledyne Continental Motors Muskegon, Mich. Automobile Workers—1,100	16 cents 12/81	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
NONMANUFACTURING		
CONSTRUCTION		
Master Plumbers Assn. of Greater Boston Boston, Mass. Plumbers	50 cents 3/1/82	Deferred increase negotiated 9/16/80 (CWD Nov. 1980); see CWD Mar. 1981.
New England Mechanical Contractors Assn. Boston, Mass. Plumbers—1,800	50 cents 3/1/82	Deferred increase negotiated 8/29/80 (CWD Nov. 1980); previously received 75 cents 11/1/80 and $1.70 on 9/1/81.
Connectecut Construction Industries Assn., Inc. (heavy highway and utility contractors) Connecticut Laborers—3,000	$1 4/1/82	Deferred increase negotiated 4/81 (CWD July 1981).
Associated General Contractors of America, Inc., and Connecticut Construction Industries Assn., Inc. Connecticut Operating Engineers	$1.70 4/5/82	Deferred increase negotiated 3/80 (CWD Aug. 1980); see CWD Apr. 1981.
Connecticut Construction Industries Assn., Inc. Connecticut Bricklayers	See next column 4/5/82	45 cents at Greenwich and 50 cents at other locations; deferred increase negotiated 4/80 (Mar. 1981).
Connecticut Construction Industries Assn., Inc. Connecticut Carpenters and Joiners	90 cents 4/5/82	Deferred increase negotiated 4/80 (CWD July 1980); previously received $1.10 on 4/6/81.
Associated General Contractors of America, Inc. Central Connecticut Carpenters and Joiners	90 cents 4/1/82	Deferred increase negotiated 4/80 (CWD Jan. 1981); see CWD Apr. 1981.
Hartford General Contractors Assn. Carpenters and Joiners	90 cents 4/1/82	Deferred increase negotiated 4/80 (CWD Jan. 1981); see CWD Apr. 1981.
Associated General Contractors of America, Inc. Hartford, Conn. Laborers—5,000	$1 4/1/82	Deferred increase negotiated 3/27/81 (CWD May 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Contracting Plumbers Assn. of Brooklyn and Queens, Inc. Brooklyn and Queens, N.Y. Plumbers—1,500	$1.15 3/1/82	Deferred increase negotiated 8/81 (CWD Nov. 1981).
Associated General Contractors of America, Inc. Cattaraugus, Chautaugua, Genesee, Orleans and Wyoming counties, N.Y. Operating Engineers—1,500	$1 4/1/82	Deferred increase negotiated 4/3/81 (CWD Aug. 1981).
Associated General Contractors of New Jersey; Utility Contractors Assn. of New Jersey New Jersey Laborers—1,500	90 cents 3/1/82	Deferred increase negotiated in 2/80 (CWD May 1980); see CWD Mar. 1981.
Associated General Contractors of America, Inc. Baltimore, Md. Operating Engineers—2,000	78 cents 4/1/82	Deferred increase negotiated 3/80 (CWD May 1980); see CWD Apr. 1981.
National Electrical Contractors Assn. Atlanta, Ga., area Electrical Workers (IBEW)—1,550	50 cents 3/1/82	Deferred increase negotiated 8/29/81 (CWD Oct. 1981).
National Electrical Contractors Assn (inside agreement) Miami, Fla. Electrical Workers (IBEW)—1,000	70 cents 3/29/82	Deferred increase negotiated 8/80 (CWD Apr. 1981); previously received 70 cents 10/5/81.
National Electrical Contractors Assn. Houston, Tex. Electrical Workers (IBEW)—3,500	50 cents 3/3/82	Deferred increase negotiated 8/81 (CWD Nov. 1981).
Mechanical Contractors Assn. of Houston and 2 others Houston, Tex., area Plumbers—1,400	38 cents 4/1/82	Deferred increase negotiated 9/30/81 (CWD Feb. 1982).
Gulf Coast Construction Assn., and Sabine Area Piping Contractors Assn. Beaumont, Tex. Plumbers—2,000	$1.55 4/1/82	Deferred increase negotiated 4/81 (CWD Sept. 1981).
Associated General Contractors of Illinois; Southern Illinois Builders Assn.; and Egyptian Contractors Assn. Southern Illinois Carpenters and Joiners—1,500	$1.30 4/1/82	Deferred increase negotiated 5/81 (CWD Aug. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Michigan Distribution Contractors Assn. (pipelines) Michigan Laborers—2,500	75-85 cents 3/19/82	Deferred increase negotiated in 3/80 (CWD May 1980); see CWD Mar. 1981.
Western Field Construction Negotiating Committee 9 Western States Boilermakers—5,000	30-70 cents 4/1/82	Deferred increase negotiated 11/80 (CWD Mar. 1981).
Heavy Contractors Assn. Omaha, Neb. Laborers—1,200	80 cents 4/1/82	Deferred increase negotiated 3/80 (CWD May 1980); see CWD Apr. 1981.
Builders Assn. of Missouri Eastern and Central Missouri Laborers—1,200	$1.15 4/1/82	Deferred increase negotiated 4/80 (CWD Apr. 1981).
Builders Assn. of Missouri Kansas City, Mo. Painters—1,000	$1.55 4/1/82	Deferred increase negotiated 4/81 (CWD June 1981).
Heavy Constructors Assn. of the Greater Kansas City Area Kansas City, Mo. area Operating Engineers	$1.50 4/1/82	Deferred increase negotiated in 1979 (CWD May 1981).
Heavy Constructors Assn. of the Greater Kansas City Area Kansas City, Mo. area Laborers	$1.12 4/1/82	Deferred increase negotiated 11/79 (CWD Apr. 1981).
Builders Assn. of Missouri Kansas City, Mo. Teamsters (Ind.)—2,600	$1.35 4/1/82	Deferred increase negotiated 3/80 (CWD May 1980); see CWD Apr. 1981.
Builders Assn. of Kansas City Kansas City, Mo. area Carpenters and Joiners	$1.60 4/1/82	Deferred increase negotiated 3/81 (CWD May 1981).
Builders Assn. of Missouri Kansas City, Mo. Laborers—1,300	$1.20 4/1/82	Defered increase negotiated 2/80 (CWD May 1980); see CWD Apr. 1981.
National Electrical Contractors Assn. Colorado Electrical Workers (IBEW)—2,050	$1 4/1/82	Deferred increase negotiated 3/81 (CWD May 1981); previously received 75 cents 10/1/81.
Sheet Metal Assn., Inc. Portland, Oreg. Sheet Metal Workers—1,300	$1.35 4/1/82	Deferred increase negotiated 4/81 (CWD May 1981); previously received 95 cents 10/1/81.
Hawaii Employers Council Hawaii Laborers—3,000	65 cents 3/2/82	Deferred increase negotiated 11/80 (CWD Mar. 1981); previously received 80 cents 9/2/81.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Hawaii Employers Council Hawaii Operating Engineers—2,500	70 cents 3/1/82	Deferred increase negotiated in 1980 (CWD Mar. 1981); previously received 70 cents 9/7/81.
Hawaii Employers Council Hawaii Carpenters and Joiners—5,000	$1 3/1/82	Deferred increase negotiated 10/80 (CWD Mar. 1981); previously received $1 increase on 8/31/81.
National Electrical Contractors Alaska Electrical Workers (IBEW)—2,650	$1 3/1/82	Deferred increase negotiated 4/81 (CWD Nov. 1981).
TRANSPORTATION AND PUBLIC UTILITIES		
National Master Freight Agreement (over-the-road and local cartage) National Teamsters (Ind.)—300,000	See next column	37-month agreement negotiated 2/26/82 provided for no "set" increase; annual (was semiannual) cost-of-living adjustments using existing formula of 1 cent an hour or 0.25 mills per mile for each 0.3-point rise in BLS-CPI-W (1967 = 100) with part or all of each adjustment subject to diversion to maintain existing health and welfare and/or pension benefits (the initial adjustment, on 4/1/82, was 72 cents an hour or 1.8 mills per mile, of which 47 cents an hour or 1.175 cents per mile was applied to wages and the remainder diverted to maintaining the benefits); established entry level pay rates for new employees under some of the supplemental area agreements; $100.50 week (was $90.50) total payment to health and welfare and pension funds—the $10 increase was attributed to the diversion from the 4/1/82 cost-of-living adjustment; improved moving expenses to 60 days (was 30) and increased the automobile transportation allowance to 20 (was 17) cents per mile; see CWD Apr. 1981.
Continental Airlines (flight attendants) National Union of Flight Attendants (Ind.)—1,900	5 percent 12/1/81	3-year agreement negotiated 8/81 also provided: 5 percent wage increases 6/1/82, 12/1/82, 6/1/83, 12/1/83, and 6/1/84; cost-of-living review 1/31/82 with adjustment of 1 cent for each 0.3-point rise in BLS-CPI-W (1967 = 100) with a 20-cent maximum (actual adjustment was 20 cents); 900 hours (was 800) maximum sick leave accrual 9/1/82; improved dental benefits 1/1/82; increased travel expenses (other than lodging) when away from home base of $1.35 an hour 4/1/82, going to $1.45 4/1/83, and $1.55 4/1/84; $15 (was $13) monthly uniform cleaning allowance 4/1/82, going to $17 11/1/83; see CWD Feb. 1981.
American Airlines (ground service, plant maintenance, fleet service, dispatchers, meterologist, and communications employees) National Transport Workers—12,400	4 percent 3/1/82	Deferred increase negotiated 8/80 (CWD Sept. 1980); see CWD Oct. 1981.
Greyhound Lines National Amalgamated Transit—14,500	5 cents hour or 2.5 mills per mile 2/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Eastern Area cement haul agreement Maine to South Carolina Teamsters (Ind.)—1,600	50 cents an hour or 0.25 cent per mile 3/1/82	Deferred increase negotiated 4/80 (CWD June 1980); see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Moving and Storage Industry of New York New York State Teamsters (Ind.)—2,000	65 cents 4/1/82	Includes deferred increase of 50 cents negotiated 4/80 (CWD June 1980) plus 15 cents automatic annual cost-of-living allowance—maximum permitted by contract; see CWD June 1980.
Bowman Transportation Atlanta, Ga. Steelworkers—2,300	30 cents 2/7/82	Automatic annual cost-of-living adjustment—maximum permitted by contract; see CWD Sept. 1981.
Great Lakes Assn. of Marine Operators Great Lakes Seafarers	7 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Basic steel industry shipowners Great Lakes Steelworkers—1,600	7 cents 2/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents cost-of-living adjustment in 11/81; see CWD Nov. 1981.
Chicago Transit Authority Chicago, Ill. Amalgamated Transit Union —11,000	See next column	33-month agreement ratified 3/10/82 provided for an extension of the present contract, due to expire 11/30/82, until 11/30/84: no general wage changes but cost-of-living adjustment provisions are retained (calling for quarterly reviews of 1 cent for each 0.35 point rise in the BLS-CPI-W for Chicago (1967 = 100); both employer and employee pension fund contributions suspended for 17 months; improved sickness and accident benefits; increased dental benefits; see CWD Jan. 1982.
MTL, Inc. Honolulu, Hawaii Teamsters (Ind.)—1,200	6 percent 3/1/82	Deferred increase negotiated 11/81 (CWD Feb. 1982).
WHOLESALE AND RETAIL TRADE		
Greater New York Food Employers Labor Relations Council New York, N.Y. United Food and Commercial Workers—4,000	25 cents 3/22/82	Deferred increase negotiated 9/80 (CWD Nov. 1980); see CWD Sept. 1981.
Grand Union (grocery dept.) New York, N.Y., area United Food and Commercial Workers—1,700	50 cents 3/2/82	Defered increase negotiated 4/80 (CWD Aug. 1980); see CWD Sept. 1981.
Bamberger's Newark and Morristown, N.J. United Food and Commercial Workers—2,500	30 cents 3/2/82	Deferred increase negotiated 3/1/80 (CWD Mar. 1981).
Retail Joint Council (formerly Philadelphia Food Stores Labor Relations Council) Eastern, Pa., Southern N.J., and Del. United Food and Commercial Workers—4,000	45 cents 3/6/82	Deferred increase negotiated 3/2/80 (CWD Aug. 1980); see CWD Apr. 1981.

Continued—Selected wage and benefit changes

WHOLESALE AND RETAIL TRADE—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Cleveland Food Industry Committee Cleveland and Akron, Ohio United Food and Commercial Workers—4,000	40 cents 3/8/82	Deferred increase negotiated 8/80 (CWD Nov. 1980).
Columet Supermarket Forum Gary and Hammond, Inc. United Food and Commercial Workers—2,100	44 cents 3/2/82	Deferred increase negotiated 6/80 (CWD Nov. 1980); see CWD Mar. 1981.
Spiegel, Inc. (warehouse) Chicago, Ill. Teamsters (Ind.)—1,800	45 cents 3/1/82	Deferred increase negotiated 2/80 (CWD Dec. 1980); see CWD Apr. 1981.
Kroger Co. Michigan United Food and Commercial Workers—2,000	15.6 percent 3/23/82	Deferred increase negotiated 5/80 (CWD Apr. 1981).
United Super Market Assn. Michigan United Food and Commercial Workers—12,500	35 cents 3/22/82	Deferred increase negotiated 6/80 (CWD Aug. 1980).
Chain and independent food stores (meat departments) Michigan United Food and Commercial Workers—3,000	35 cents 4/4/82	Deferred increase negotiated 5/80; agreement also provided for 40 cents wage increases on 5/28/80 and 9/1/80, 35 cents 4/5/81, and 35 cents 4/4/82; cost-of-living clause continued providing semiannual adjustments of 1 cent for each 0.3-point rise in BLS-CPI, resulting in adjustments of 20 cents effective 10/5/81, 4/5/81 and 10/4/81; 14th paid holiday; see CWD Nov. 1979.
A&P Tea Co. Michigan United Food and Commercial Workers—1,800	35 cents 3/22/82	Deferred increase negotiated 6/80 (CWD Apr. 1981).
Chain and independent food stores United Food and Commercial Workers—7,200	11 percent 3/9/82	Deferred increase negotiated 3/80 (CWD Mar. 1981).
Chain and independent food stores (grocery and meat departments) St. Paul, Minn. United Food and Commercial Workers—9,800	11 percent 3/9/82	Deferred increase negotiated 3/80 (CWD Mar. 1981).
A.J. Bayless Markets, Safeway, Low Cost Markets, and Alpha-Beta supermarkets Phoenix, Ariz. United Food and Commercial Workers—1,900	25 cents 2/82	Automatic annual cost-of-living adjustment; see CWD Oct. 1980.
Food Employers Labor Relations of Northern California Northern Calif. United Food and Commercial Workers—17,000	57.6 cents 3/1/82	Deferred increase negotiated 3/5/80 (CWD May 1980); see CWD Apr. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Long Beach and Orange County Restaurant Assn. and independent hotels and restaurants Long Beach, Calif. Hotel and Restaurant Employees—6,500	35 cents 3/1/82	Deferred increase negotiated 3/80 (CWD Aug. 1980); see CWD Mar. 1981.
FINANCE, INSURANCE, AND REAL ESTATE		
Realty Advisory Board on Labor Relations (commercial buildings) New York, N.Y. Service Employees—18,000	$27 a week 1/1/82	Deferred increase negotiated 1/81 (CWD Mar. 1981); see CWD Mar. 1981.
Hospital Service Plan of New Jersey, Medical Service Plan of New Jersey Newark, N.J. Office and Professional Employees—1,200	4 cents 2/5/82	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Northwestern Mutual Life Insurance Co. Milwaukee, Wis.	$84 to $126 a year—salaried; 5 to 9 cents—hourly	Automatic quarterly cost-of-living adjustment; effective date for cost-of-living adjustment reported in December 1981 issue was 11/1/81 rather than 1/1/81.
Office and Professional Employees—1,400	employees 2/1/82	
SERVICES		
Distribution and Film Service cos. (film exchange agreement) National Theatrical Stage Employees—1,500	8 percent 3/1/82	Deferred increase negotiated 12/79 (CWD Aug. 1980); previously received 7 percent deferred increase 3/1/81.
Massachusetts Maintenance Contractors Assn. (building cleaning) Boston, Mass., area Service Employees—6,000	15 cents 3/1/82	Deferred increase negotiated 9/81 (CWD Feb. 1982).
Window Cleaning Employers Assn. New York City, N.Y. Service Employees—1,250	$30 a week 3/1/82	Deferred increase negotiated 3/81 (CWD Aug. 1981).
Service Employers Assn. New York, N.Y. Service Employees—10,000	65 cents 1/1/81	3-year agreement negotiated 3/81 also provided: 67.5 cents 1/1/82 and 70 cents 1/1/83; additional classification adjustments each year; cost-of-living escalator clause revised to provide annual adjustments on 1/1/82 (the 1/1/82 adjustment amounted to 16 cents—the maximum allowed by the contract) and 1/1/83 amounting to 4 cents for each 1-percent increase in excess of a 12-percent increase in the BLS-CPI-W for New York City between Nov. 1980 and Nov. 1981 and Nov. 1982, respectively; employer pays $11 week per employee (was $9) to pension fund 1/1/81, and $12 on 1/1/82; $712 year per employee (only for

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
		employees working 2 days or more per week) to health fund (was $660) 1/1/82 and $816 on 1/1/83; unused sick leave paid off at 100 percent (was 70); $12 year employee to training, scholarship, and safety fund (was $10); no recent listing.
Teachers Montgomery County, Md. Montgomery County Education Association—5,800	6½ percent 7/1/82	2-year agreement negotiated 2/25/82 also provided: 5 percent effective 7/1/83; see CWD July 1981.
School aides and clerical employees District of Columbia State, County, and Municipal Employees—1,400	5 percent retroactive to 11/1/81	3-year agreement negotiated 2/14/82 also provided: 3½ percent bonus; 7 percent wage increase effective 10/1/82; 6 to 8 percent wage increase, depending on the rise in the Consumer Price Index, effective 10/1/83; optical and dental plans established; first listing.
Associated Hospitals of East Bay Oakland, Berkely, and San Lendro Calif. Service Employees—1,120	9 percent 4/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981).
Textile Rental Services Assn. Los Angeles, Calif., area Laundry and Dry Cleaning Workers—3,000	25 cents 4/5/82	Deferred increase negotiated 4/81 (CWD Oct. 1981); see CWD Oct. 1981.
Maintenance Contractors Agreement Los Angeles County, Calif. Service Employees—4,000	40 cents 3/1/82	Deferred increase negotiated 2/81 (CWD Aug. 1981).
Walt Disney Production, Inc., Disneyland Div. Anaheim, Calif. Various unions	7 percent 3/12/82	2½-year agreement negotiated 3/12/82 also provided: 7 percent on 3/1/83; $500 month pension established on 3/1/83; major medical plan option (formerly one plan-Disneyland-Prudential); all unused accumulated sick leave paid at termination (formerly maximum of 250 hours); see CWD Apr. 1980.
Seattle Area Hospital Council Seattle, Wash. Washington State Nurses Assn. (Ind.)	21.5 percent 7/14/81	2-year agreement negotiated 7/14/81 also provided: annual cost-of-living adjustment of 90 percent of the rise in the BLS-CPI for Seattle up to 12 percent; dental plan liberalized dropping maximum coverage; no recent listing.
PUBLIC ADMINISTRATION		
State employees (clerical, administrative, institutional, and blue collar workers) New York State Civil Service Employees Association—107,000	9 percent 4/1/82	3-year agreement negotiated 2/27/82 also provided: 5 percent increases effective 4/1/83, 9/1/83, 4/1/84, and 9/1/84; one percent salary bonus effective in 12/82; $500 longevity payment for employees at or above the job rate of their position for five years or longer effective 12/1/84; $750 longevity payment on 12/1/85; $5.50 overtime meal allowance (was $3.50); 15 percent of daily salary stand-by on-call premium effective in 2d year (was 12½ percent); $75 day maximum lodging and meal allowance; additional $300 per employee, per year State contribution to the CSEA Employee Benefit Fund; see CWD May 1981.
State employees (professional, scientific, and technical unit) New York State Public Employees Federation—47,000	9 percent 4/1/82	3-year agreement negotiated 2/22/82 also provided: 8 percent wage increases effective both 4/1/83 and 4/1/84; $2,000 bonus for long-term employees who have been in their state job titles for five years; $75 per diem allowance (was $50); $5.50 meal allowance for those working overtime (was $3.50); 10 days sick leave a year for newly hired employees (continues at 13 days for other employees); first listing.
City workers Miami, Fla. American Federation of State, County, and Municipal Employees—1,600	2 percent 4/1/82	Deferred increase negotiated 8/11/81 (CWD Oct. 1981).
Fire fighters Chicago, Ill. International Association of Fire Fighters—4,500	4 percent retroactive to 1/1/81	2-year agreement negotiated 2/82 also provided: 2.5 percent effective 12/1/82, 5 percent on 1/1/83, and 5.5 percent 7/1/83; dental benefits extended to dependents; optical plan established; first listing.

Table 1. Work stoppages involving 1,000 workers or more, 1947-82[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
March	16	20	201.6	207.8	661.8	.04
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01
March	2	7	7.1	20.1	330.6	.02

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stopage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during March 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in March
Brown & Sharpe Manufacturing Co. North Kingston, R.I. Machinists	10/19/81		1,600	30,400
American Standard, Inc., Westinghouse Air Brake Div. Wilmerding and Swissvale, Pa. Electrical Workers—UE (Ind.)	11/1/81		3,700	70,300
Hospitals (4) San Jose, Calif. California Nurses Assn. (Ind.)	1/5/82		[2] 1,500	28,500
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/8/82		4,600	87,400
Kaiser Foundation Hospitals and The Kaiser Permanente Medical Group Oakland, Calif. Office and Professional Workers	2/15/82	3/14/82	1,400	12,600
Long Island Jewish-Hillside Medical Center New York City, Manhasset and New Hyde Park, N.Y. Retail, Wholesale and Department Store Union, District 1199	3/10/82		2,000	32,000
General Electric Co. Evendale, Ohio Automobile Workers	3/23/82	3/26/82	5,100	20,400
Total beginning in March:	2 stoppages		7,100	-
Total in effect in March:	7 stoppages		20,100	330,600

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[1] The number of workers involved are rounded to the nearest hundred.

[2] Two hospitals were struck on 1/5 and 2 more on 1/16; fewer than 1,000 workers were idle prior to 1/16.

Major Agreements Expiring in May

Employer and location	Industry	Union[1]	Number of workers
Affiliated Dress Manufacturers, Inc., and 2 others (Interstate)	Apparel	Ladies Garment Workers	15,000
Allied Construction Employers Association, Inc. (Wisconsin)	Construction	Carpenters	2,700
American Standard, Inc., Chinaware Department (Interstate)	Stone, clay, and glass products	Pottery and Allied Workers	1,800
Arkansas Power & Light Co. (Arkansas)	Utilities	Electrical Workers (IBEW)	2,200
Associated Contractors of Ohio, Inc., Akron Division	Construction	Carpenters	1,200
Associated Contractors of Ohio, Inc., Cincinnati Division	Construction	Carpenters	3,500
Associated Tile Contractors of Southern California (Interstate)	Construction	Bricklayers	1,000
Avco Corp., Avco Lycoming Engineering Group (Stratford, Conn.)	Transportation equipment	Auto Workers (Ind.)	1,950
Associated General Contractors of America, Inc.:			
Alabama Chapter	Construction	Carpenters; Laborers; Operating Engineers; Cement Masons; Teamsters (Ind.)	5,000
Arizona Chapter	Construction	Carpenters; Laborers; Operating Engineers; Cement Masons; Teamsters (Ind.)	22,400
Detroit Chapter, 2 agreements	Construction	Laborers; Cement Masons; Bricklayers	4,500
Nevada Chapter, and 2 others	Construction	Teamsters (Ind.)	1,000
Ohio Building Chapter (Interstate)	Construction	Laborers	1,800
Ohio State Building Chapter	Construction	Carpenters	3,500
Building Owners and Managers Association of San Francisco	Real estate	Service Employees	1,000
Boilermakers Employers of Western Pennsylvania Area (Interstate)[2]	Construction	Boilermakers	1,150
California & Hawaiian Sugar Co. (Crockett, Calif.)	Food products	Seafarers	1,000
California Brewers Association, and others	Food products	Teamsters (Ind.)	1,300
Campbell Soup Co. (Sacramento, Calif.)	Food products	Teamsters (Ind.)	1,400
Carrier Air Conditioning Co. (McMinnville, Tenn.)	Machinery	Sheet Metal Workers	1,800
Connecticut Light & Power Co.	Utilities	Electrical Workers (IBEW)	1,700
Construction Employers Association, Inc. (Interstate)	Construction	Carpenters	2,000
Del Monte Corp., Plants 126 & 127 (Oregon and Washington)	Food products	Teamsters (Ind.)	1,700
Fashion Apparel Manufacturers' Association (Interstate)	Apparel	Ladies Garment Workers	8,000
Food Industry (Missouri)	Retail trade	Food and Commercial Workers	8,500
Freuhauf Corp., Maryland Shipbuilding and Drydock Co. (Baltimore, Md.)	Transportation equipment	Marine and Shipbuilding Workers	1,500
Goodyear Atomic Corp. (Piketon, Ohio)	Chemicals	Oil, Chemical and Atomic Workers	1,600
Grace, W. R. & Co., Agricultural Chemical Group (Florida)	Mining	Chemical Workers	1,350
Greater Blouse, Skirt & Undergarment Association, Inc., 2 agreements (Interstate)	Apparel	Ladies Garment Workers	21,000
Homestake Mining Co. (Lead, S. Dak.)	Mining	Steelworkers	1,400
Hospital Service & Medical-Surgical Plans of New Jersey	Insurance	Office and Professional Employees	1,450
Hotel Industry (Hawaii)	Hotels	Hotel and Restaurant Employees	10,000
Industrial Association of Juvenile Apparel Manufacturers, Inc. (New York)	Apparel	Ladies Garment Workers	6,000
Industrial Employers and Distributors Association (California)	Wholesale trade	Longshoremen and Warehousemen	3,500
International Paper Co., Androscoggin Mill (Jay, Maine)	Lumber	Paperworkers; Firemen and Oilers	1,000
Ironworkers Employers Association of Western Pennsylvania	Construction	Iron Workers	2,400
Kerr-McGee Nuclear Corp. (New Mexico)	Chemicals	Oil, Chemical & Atomic Workers	1,050
Kimberly-Clark Corp., Neenah Mill, Lakeview and Badger Globe Divisions (Neenah, Wis.)	Paper	Paperworkers	1,300
Knitted Outerwear Manufacturers Association, Pennsylvania District (Philadelphia, Pa.)	Apparel	Ladies Garment Workers	5,000
Mason Contractors Association of Milwaukee, and 1 other (Wisconsin)	Construction	Bricklayers	1,900

See footnotes at end of table.

Continued—Major Agreements Expiring in May

Employer and location	Industry	Union[1]	Number of workers
Master Builders Association of Western Pennsylvania, Inc., 3 agreements	Construction	Laborers; Carpenters; Teamsters (Ind.)	20,000
Mechanical Contractors Association of Central Ohio, Inc.	Construction	Plumbers	1,050
Mechanical Contractors Association of Rochester, Inc., and 1 other (New York)	Construction	Plumbers	1,000
Metropolitan Detroit Plumbing & Mechanical Contractors Association, Inc., and 1 other (Michigan)	Construction	Plumbers	2,000
Millwright Conveyor & Machine Erector (Michigan)[2]	Construction	Carpenters	1,250
National Association of Blouse Manufacturers, Inc. (New York)	Apparel	Ladies Garment Workers	1,000
National Automobile Transporters Agreement (Interstate)	Trucking	Teamsters (Ind.)	4,800
National Skirt & Sportswear Association, Inc. (Interstate)	Apparel	Ladies Garment Workers	1,500
New England Apparel Manufacturers Association (Rhode Island and Massachusetts)	Apparel	Ladies Garment Workers	3,500
Niagara Mohawk Power Corp. (New York)	Utilities	Electrical Workers (IBEW)	7,500
North American Royalties, Inc., The Wheland Foundry Division (Chattanooga, Tenn.)	Primary metals	Steelworkers	1,200
New York Coat & Suit Association (Interstate)	Apparel	Ladies Garment Workers	20,000
National Electrical Contractors Association, 3 agreements (Interstate)	Construction	Electrical Workers (IBEW)	7,400
Painting and Decorating Contractors of America, Inc., Detroit and Wayne Chapters (Michigan)	Construction	Painters	2,400
Pennsylvania Electric Co.	Utilities	Electrical Workers (IBEW)	2,150
Potomac Electric Power Co. (District of Columbia)	Utilities	Electrical Workers (IBEW)	3,500
Pennsylvania Power & Light Co.	Utilities	Electrical Workers (IBEW)	4,800
Republic Airlines, Mechanics (Interstate)[3]	Air transportation	Machinists	2,500
Restaurants & Bars (Everett, Wash.)[3]	Restaurants	Hotel and Restaurant Employees	1,500
Roper Corp., Roper Eastern Group (Maryland)	Furniture	Furniture Workers	1,200
San Francisco Electrical Contractors Association, Inc. (California)	Construction	Electrical Workers (IBEW)	1,400
San Francisco Employers Council (California)	Wholesale trade	Teamsters (Ind.)	3,000
Southwestern Michigan Contractors Association, and 1 other	Construction	Carpenters	1,800
Squibb, E. R. & Sons, Inc., Production and Maintenance (New Jersey)	Chemicals	Oil, Chemical & Atomic Workers	1,950
Stanley Works (Connecticut)	Fabricated metal products	Machinists	2,400
Stayton Canning Co. Cooperative (Oregon)	Food products	Teamsters (Ind.)	2,300
Television Videotape Agreement Syndication (Interstate)	Motion pictures	Musicians	5,000
Tri-State Contractors Association, Inc. (Kentucky)	Construction	Laborers	1,100
Twin City Hospitals (Minnesota)[3]	Hospitals	American Nurses	6,100
United Knitwear Manufacturers League, Inc. (New York)	Textiles	Ladies Garment Workers	3,600
Whirlpool Corp., St. Joseph Michigan Division (Michigan)	Electrical products	Machinists	1,550
Wisconsin Power & Light Co.	Utilities	Electrical Workers (IBEW)	1,750

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[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

[3] Information is from newspaper reports.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The data measure quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplementary benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, three-month wage and salary changes are available beginning in December 1975 for most of the 35 current series. Compensation data for 6 major industry and occupation groups begin March 1980. Wage and salary and compensation changes start in September 1981 for the various civilian nonfarm and State and local government series. Twelve-month changes are published when four quarters of data become available for each series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage-rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.39	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.30	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.35	206.40	220.57
1977 dollars	176.35	173.78	185.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, private business sector:										
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.5	144.8
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	98.7	98.4
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.6	78.5	86.0	92.9	100.0	108.4	118.8	130.5	143.6
1977 dollars	96.6	97.9	98.4	98.5	98.9	100.0	100.7	99.2	98.0	98.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	139.0
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.8

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[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981										1982		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45	$7.55	$7.54	$7.55
1977 dollars	4.86	4.85	4.84	4.82	4.78	4.79	4.81	4.81	4.83	4.81	4.86	4.84	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	249.92	250.98	252.38	254.88	257.74	259.88	259.00	260.44	261.85	262.24	255.95	261.64	261.99
1977 dollars	171.06	170.73	170.18	170.49	170.35	170.84	168.40	169.01	169.48	169.30	164.70	167.83	168.05
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	216.34	217.14	218.20	220.08	222.24	223.85	223.19	225.23	226.30	226.60	(2)	(2)	(2)
1977 dollars	148.08	147.71	147.13	147.21	146.89	146.98	145.12	146.16	146.47	146.29	(2)	(2)	(2)
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	135.8	136.8	137.5	138.0	138.8	140.1	141.8	142.1	143.2	143.6	145.7	145.6	145.9
1977 dollars	93.0	93.0	92.7	92.3	91.8	92.0	92.2	92.2	92.7	92.7	93.8	93.4	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.45	$7.45	$7.52	$7.52	$7.56
1977 dollars	4.84	4.86	4.85	4.86	4.82	4.84	4.80	4.79	4.81	4.79	4.82	4.81	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	250.28	252.76	253.45	254.50	256.28	258.37	257.21	258.65	260.75	260.01	257.18	263.20	263.09
1977 dollars	170.96	172.06	171.37	170.92	170.06	170.20	167.45	167.74	168.23	167.21	164.96	168.39	168.32
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]													
Current dollars	216.62	218.48	219.00	219.80	221.14	222.71	221.84	223.86	225.46	224.90	(2)	(2)	(2)
1977 dollars	147.96	148.73	148.07	147.62	146.74	146.71	144.43	145.18	145.46	144.63	(2)	(2)	(2)
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	–	–	143.3	–	–	146.5	–	–	148.5	–	–	144.8	–
1977 dollars	–	–	96.9	–	–	96.3	–	–	95.8	–	–	96.4	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	142.0	–	–	145.4	–	–	147.7	–	–	143.8	–
1977 dollars	–	–	96.0	–	–	95.6	–	–	95.5	–	–	95.7	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.5	145.1	145.2	145.8
1977 dollars	92.8	93.0	93.1	92.9	92.2	92.7	92.1	92.0	92.5	92.3	93.1	92.9	*

[1] Production and nonsupervisory workers.

[2] Statistical series terminated.

* Not available.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.06
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.92	10.75
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.98
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.72
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.33	4.73	5.03	5.39	5.88	6.39	6.96	7.58
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.28
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.78	6.30
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	139.0
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.1	148.2
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.8	131.8
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	142.0
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.3	139.6
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.3
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.3
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.3
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.4
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

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Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981										1982		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$7.10	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45	$7.55	$7.54	$7.55
Mining	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.43	10.68	10.63	10.61
Contract construction	10.44	10.43	10.53	10.60	10.74	10.87	11.02	11.10	11.12	11.19	11.56	11.27	11.27
Manufacturing	7.80	7.88	7.92	7.97	8.02	8.02	8.15	8.15	8.20	8.26	8.41	8.33	8.37
Transportation and public utilities	9.42	9.54	9.59	9.63	9.69	9.89	9.97	9.96	10.07	10.08	10.15	10.16	10.14
Wholesale and retail trade	5.85	5.87	5.89	5.89	5.91	5.94	6.04	6.00	6.03	6.01	6.17	6.15	6.15
Finance, insurance, and real estate	6.19	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.46	6.57	6.62	6.64
Services	6.29	6.30	6.33	6.33	6.34	6.41	6.51	6.57	6.67	6.66	6.79	6.80	6.80
Wage rates, hired farm labor (quarterly data)	–	4.09	–	–	(2)	–	–	(2)	–	–	(2)	–	–
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	135.6	136.8	137.5	138.0	138.8	140.1	141.3	142.1	143.2	143.6	145.7	145.6	145.9
Mining	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	153.2	156.0	155.8	156.2
Contract construction	127.3	127.7	129.1	130.0	131.9	133.3	135.2	136.0	136.0	136.3	140.1	136.5	136.6
Manufacturing	138.5	139.6	140.5	141.4	142.4	143.0	144.8	145.5	146.5	147.5	149.4	149.2	150.0
Transportation and public utilities	[illegible]	137.0	137.9	138.1	138.6	141.7	143.1	143.1	144.7	145.1	146.2	146.6	146.3
Wholesale and retail trade	136.2	137.0	137.4	137.5	138.3	139.3	141.2	140.2	141.0	141.1	143.3	143.4	143.6
Wholesale trade	137.4	138.3	136.9	138.9	140.4	141.8	142.7	143.4	144.5	144.8	146.9	146.7	147.1
Retail trade	135.6	136.6	136.7	137.3	137.9	137.9	140.3	138.5	139.1	139.1	141.4	141.6	141.7
Finance, insurance, and real estate	135.9	135.9	136.7	136.8	137.6	139.7	139.9	140.7	142.6	141.5	144.1	145.1	145.6
Services	134.6	135.1	136.0	136.1	136.6	138.0	139.8	140.7	142.4	142.4	144.7	145.1	145.2
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$7.09	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.45	$7.45	$7.52	$7.52	$7.56
Mining[3]	9.85	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.43	10.68	10.63	10.61
Contract construction	10.49	10.52	10.57	10.69	10.77	10.85	10.88	11.01	11.09	11.16	11.53	11.30	11.32
Manufacturing	7.80	7.90	7.95	7.99	8.02	8.08	8.14	8.15	8.18	8.19	8.37	8.32	8.36
Transportation and public utilities	9.48	9.57	9.67	9.74	9.71	9.88	9.88	9.89	9.99	10.03	10.15	10.15	10.20
Wholesale and retail trade	5.81	5.84	5.89	5.91	5.93	5.99	6.05	6.02	6.05	6.08	6.08	6.08	6.11
Finance, insurance, and real estate[3]	6.19	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.46	6.57	6.62	6.64
Services	6.24	6.27	6.32	6.38	6.42	6.51	6.52	6.58	6.64	6.65	6.72	6.72	6.75
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	135.8	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.5	145.1	145.2	145.8
Mining[3]	144.0	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	153.2	156.0	155.8	156.2
Contract construction	128.6	129.0	129.4	130.4	131.8	132.5	132.9	134.3	135.4	136.2	140.8	138.0	138.0
Manufacturing	138.5	139.9	140.7	141.6	142.5	143.6	144.8	145.5	146.4	147.0	149.0	149.1	150.0
Transportation and public utilities	136.1	137.3	138.9	139.8	139.3	141.8	141.7	142.0	144.0	144.4	145.8	146.3	147.2
Wholesale and retail trade	135.8	136.4	137.4	137.8	138.4	140.0	141.2	140.5	141.5	141.9	142.3	142.7	143.1
Wholesale trade	137.4	138.0	139.4	139.5	140.5	142.7	142.4	143.3	144.5	144.1	146.5	146.5	147.1
Retail trade	135.6	136.4	136.8	137.3	138.6	138.6	140.5	139.0	139.9	140.7	140.0	140.7	141.0
Finance, insurance, and real estate	136.0	135.4	136.8	137.1	137.4	140.4	140.3	140.9	143.2	141.8	143.4	143.8	145.7
Services	134.0	134.8	136.0	136.6	136.9	139.4	139.8	140.7	142.6	142.7	143.6	144.1	144.6

[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979	1980				1981				1982
	IV	I	II	III	IV	I	II	III	IV	Ip
Average hourly compensation:										
All persons, private business sector	10.1	9.9	10.1	10.3	10.3	10.6	10.1	10.1	9.3	*
All employees, nonfarm business sector:										
Current dollars	9.8	9.6	9.8	10.0	10.1	10.5	10.0	10.1	9.3	*
1977 dollars	-2.6	-4.1	-4.0	-2.6	-2.2	-.7	.2	-.6	-.2	*
Average hourly earnings, private nonfarm economy[1]	7.7	7.6	8.2	7.9	8.9	9.2	9.1	9.1	7.8	7.0
Mining[2]	8.1	8.0	7.1	7.6	9.1	10.5	7.3	10.9	9.5	8.3
Contract construction	6.9	6.3	6.9	7.1	7.9	6.8	8.0	8.3	6.5	9.0
Manufacturing	7.6	7.4	7.9	8.9	10.2	10.6	10.9	9.9	8.0	7.8
Transportation and public utilities	8.8	8.5	9.8	7.8	9.0	9.7	10.0	10.1	8.4	8.0
Wholesale and retail trade	7.7	7.8	8.1	8.5	8.7	8.5	8.4	8.2	7.0	5.5
Finance, insurance, and real estate[3]	7.8	9.1	9.8	9.6	10.3	9.9	8.9	6.9	8.1	7.2
Services	7.9	8.4	9.6	9.1	9.5	9.7	9.2	9.8	9.3	8.6
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.0	8.3	9.0	9.1	9.6	9.8	9.4	9.2	8.4	7.8
1977 dollars	-4.3	-5.2	-4.7	-3.2	-2.7	-1.3	-.4	-1.5	-.9	–
Mining[2]	8.6	8.9	8.5	8.9	10.1	11.0	9.8	10.8	9.9	9.0
Contract construction	6.7	6.1	6.6	6.8	7.6	8.6	7.6	8.0	8.0	8.5
Manufacturing	8.7	9.0	9.6	10.7	10.9	10.8	10.2	9.4	8.8	8.6
Transportation and public utilities	8.9	8.7	10.0	8.1	9.4	9.8	10.2	10.1	8.6	8.4
Wholesale and retail trade	7.5	7.8	8.2	8.6	8.8	8.7	8.6	8.3	7.2	5.8
Wholesale trade	8.1	8.8	9.0	8.7	8.6	8.7	8.6	9.0	8.5	7.7
Retail trade	7.2	7.3	7.7	8.5	8.8	8.7	8.5	7.9	6.5	4.8
Finance, insurance, and real estate	7.6	9.0	9.6	9.3	10.1	9.8	8.6	8.8	8.0	7.1
Services	7.7	8.1	9.3	9.0	9.5	9.8	9.3	9.8	9.2	8.3
Wage rates, hired farm labor[4]	8.6	9.7	5.4	11.5	8.5	(4)	(4)	(4)	(4)	(4)
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.0	6.8	7.0	6.3	8.0	8.9	9.3	8.9	6.8	5.2
1977 dollars	-5.2	-6.5	-6.4	-5.7	-4.1	-2.1	-.4	-1.7	-2.3	*
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-5.2	-7.3	-7.2	-6.5	-5.1	-3.8	-2.2	-3.4	-3.3	(4)

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

[4] Statistical series terminated.

* Not available.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979			1980				1981				1982
	II	III	IV	I	II	III	IV	I	II	III	IV	Ip
Average hourly compensation:												
All persons, private business sector	11.3	8.9	8.6	10.7	12.3	9.5	8.6	11.9	10.4	9.3	5.5	*
All employees, nonfarm business sector:												
Current dollars	10.0	8.6	9.3	10.0	11.5	9.1	9.7	11.6	9.5	9.7	6.6	*
1977 dollars	-1.8	-4.7	-4.3	-5.6	-1.5	1.2	-2.8	.2	2.3	-1.9	-1.1	*
Average hourly earnings, private nonfarm economy[1]	6.6	9.3	6.8	7.8	8.8	8.1	10.9	9.0	8.4	8.0	5.6	9.0
Mining[2]	13.6	1.4	7.1	10.4	9.6	3.4	13.4	15.8	-2.4	17.9	7.6	10.5
Contract construction	6.8	7.3	6.0	5.2	9.3	8.0	9.1	8.9	6.0	9.4	9.7	11.1
Manufacturing	7.6	7.2	6.9	8.0	9.7	11.0	12.3	9.5	10.9	6.9	4.7	8.9
Transportation and public utilities	4.3	14.9	7.6	7.5	9.3	6.7	12.7	10.1	10.7	6.9	6.1	8.1
Wholesale and retail trade	6.9	7.1	7.8	9.3	8.3	8.6	8.7	8.5	7.6	7.7	4.1	2.7
Finance, insurance, and real estate[2]	5.0	8.5	8.0	15.1	7.8	7.7	11.0	13.3	3.9	7.0	8.2	9.4
Services	5.5	9.9	9.4	8.7	10.3	8.1	11.0	9.3	8.4	10.5	8.9	6.6
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	7.1	8.5	8.4	9.1	10.0	9.1	10.4	9.6	8.3	8.3	7.3	7.2
1977 dollars	-5.1	-4.7	-4.7	-6.3	-3.0	1.3	-2.6	-1.1	.9	-3.1	-.2	–
Mining[2]	15.6	5.0	6.0	9.3	13.9	6.4	10.8	12.9	8.9	10.6	7.3	9.2
Contract construction	6.8	6.6	6.1	5.1	8.8	7.4	9.1	9.2	4.9	8.9	9.1	11.2
Manufacturing	9.1	7.9	8.8	10.0	11.8	12.0	9.9	9.3	9.7	8.5	7.6	6.6
Transportation and public utilities	4.4	14.8	8.3	7.7	9.3	7.0	13.5	9.4	11.0	6.8	7.4	8.5
Wholesale and retail trade	6.4	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	4.1
Wholesale trade	7.9	8.1	8.4	11.0	8.6	7.0	8.0	11.3	8.1	8.7	6.0	7.8
Retail trade	5.7	6.8	7.6	9.0	7.4	10.1	8.8	8.7	6.6	7.5	3.3	2.0
Finance, insurance, and real estate[2]	7.1	9.7	7.1	12.1	9.5	8.5	10.5	-10.6	5.1	9.0	7.6	6.7
Services	5.5	8.3	10.0	8.5	10.4	7.0	12.2	9.8	8.5	8.8	9.8	6.1
Wage rates, hired farm labor[3]	-22.8	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(5)	(5)	(5)	(5)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.2	10.9	5.2	5.0	7.1	7.7	12.2	8.6	8.8	6.0	4.0	2.1
1977 dollars	-5.9	-2.7	-7.6	-9.8	-5.1	(4)	-1.0	-2.2	1.6	-5.1	-3.5	*
Real spendable earnings (workers and 3 dependents, 1977 dollars)	-6.5	-4.0	-8.3	-10.4	-6.1	-1.0	-2.5	-5.6	.5	-5.8	-2.4	(5)

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Less than -0.05 percent.

[5] Statistical series terminated.

[6] Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981										1982		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
Average hourly earnings, private nonfarm economy[1]	8.9	9.2	9.3	8.9	9.0	9.2	9.0	8.2	8.0	7.3	7.6	6.8	6.6
Mining[2]	10.2	6.7	6.7	8.0	11.7	11.7	10.6	9.8	9.8	9.0	9.3	7.8	7.7
Contract construction	9.0	7.8	7.9	8.3	8.5	8.3	8.3	8.5	6.6	8.3	11.0	8.2	7.9
Manufacturing	10.3	11.1	11.0	10.7	10.0	9.8	9.8	8.8	7.8	7.3	8.8	7.5	7.2
Transportation and public utilities	9.3	9.6	10.1	10.3	9.1	10.6	10.5	8.4	8.6	8.3	8.8	7.5	7.6
Wholesale and retail trade	8.2	8.3	8.7	8.2	7.8	8.1	8.6	7.3	6.9	6.9	6.3	5.2	5.2
Finance, insurance, and real estate[2]	9.0	9.2	9.5	8.1	8.7	9.9	8.5	8.6	8.1	7.7	7.7	6.6	7.3
Services	9.3	9.4	9.3	8.9	9.6	10.2	9.8	9.7	9.4	8.8	9.3	8.4	8.2
Hourly Earnings Index:[1] [3]													
Private nonfarm economy:													
Current dollars	9.5	9.6	9.5	9.0	8.9	9.3	9.3	8.6	8.4	8.2	8.5	7.6	7.4
1977 dollars	-.9	-.3	-.3	-.5	-1.7	-1.3	-1.3	-1.3	-.8	-.4	.2	.1	*
Mining	10.8	9.8	9.6	9.8	10.9	10.7	10.9	10.0	10.2	9.6	9.8	8.8	8.4
Contract construction	7.8	7.6	7.6	7.7	8.2	7.8	7.9	7.9	8.2	7.9	10.4	7.8	7.3
Manufacturing	10.5	10.7	10.3	9.7	9.3	9.4	9.4	9.0	8.8	8.5	9.1	8.4	8.3
Transportation and public utilities	9.5	9.9	10.3	10.3	9.1	10.7	10.6	8.5	8.6	8.8	9.0	8.0	8.1
Wholesale and retail trade	8.6	8.8	8.7	8.1	7.9	8.3	8.7	7.5	7.0	7.2	6.4	5.7	5.4
Wholesale trade	8.8	8.8	9.0	8.0	8.6	9.5	8.9	9.1	8.4	8.1	8.5	7.5	7.0
Retail trade	8.7	8.9	8.6	8.2	7.5	7.7	8.5	6.6	6.2	6.7	5.2	4.8	4.5
Finance, insurance, and real estate	8.8	8.8	9.2	8.0	8.5	9.2	8.6	8.4	8.1	7.6	7.6	6.5	7.1
Services	9.5	9.6	9.6	8.8	9.5	10.1	9.8	9.5	9.2	8.9	8.8	8.1	7.9
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	8.9	9.5	9.6	8.9	9.6	9.2	7.6	7.3	7.0	6.1	4.2	6.2	5.1
1977 dollars	-1.5	-.4	-.2	-.6	-1.1	-1.4	-2.7	-2.5	-2.1	-2.3	-3.6	-1.1	*
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-3.2	-2.2	-2.0	-2.3	-2.8	-3.1	-4.2	-3.6	-3.2	-3.2	(3)	(3)	(3)

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Statistical series terminated.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981										1982		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
Average hourly earnings, private nonfarm economy[1]	10.0	9.3	8.3	8.5	7.9	8.7	8.1	7.1	7.7	6.2	7.3	5.0	5.2
Mining[2]	11.9	7.4	4.0	6.6	7.1	7.6	9.1	12.3	11.9	10.1	11.6	9.7	6.3
Contract construction	8.9	7.4	7.2	7.7	7.4	8.0	7.6	9.5	10.1	9.0	14.6	8.5	8.2
Manufacturing	10.8	11.2	9.7	9.7	8.8	9.0	8.9	6.4	5.3	5.1	8.9	6.0	5.5
Transportation and public utilities	12.4	10.1	10.5	10.6	8.3	9.5	8.6	6.8	6.7	6.0	9.3	5.5	6.6
Wholesale and retail trade	8.8	8.4	8.3	7.9	7.5	7.4	8.4	6.3	5.5	5.8	5.1	3.0	2.0
Finance, insurance, and real estate[2]	11.2	10.1	7.4	8.1	5.6	5.2	6.2	7.2	6.8	7.2	9.8	8.0	8.3
Services	9.2	8.4	9.0	9.0	9.0	10.3	9.2	10.1	10.4	8.6	9.6	6.6	7.2
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	10.2	9.5	8.6	8.9	7.9	8.7	8.5	7.7	8.2	7.6	9.0	6.5	6.3
1977 dollars	-1.1	-.3	-.5	.6	-1.5	-.3	-1.5	-2.4	-1.2	-1.4	2.0	.6	*
Mining[2]	11.1	12.4	9.5	10.9	9.6	8.8	10.7	7.7	10.8	8.3	9.9	8.8	6.2
Contract construction	9.1	7.4	6.9	6.7	6.7	7.1	6.8	8.5	9.4	9.0	14.2	8.6	7.8
Manufacturing	9.6	9.9	9.4	9.3	9.0	9.1	9.3	8.1	8.2	7.7	9.3	7.8	7.3
Transportation and public utilities	12.9	10.0	9.7	10.8	8.6	9.7	6.3	6.9	7.6	6.7	9.5	6.4	7.9
Wholesale and retail trade	9.3	8.9	7.9	8.3	7.1	7.5	6.1	6.1	6.1	6.0	5.7	4.0	2.8
Wholesale trade	10.5	10.4	9.2	9.5	8.3	9.5	7.4	7.8	7.6	6.7	8.7	5.5	6.7
Retail trade	8.6	8.1	7.2	7.7	6.4	6.4	8.4	5.1	5.3	5.7	4.0	3.2	.8
Finance, insurance, and real estate	10.9	6.6	6.8	8.1	6.4	8.2	6.4	8.3	9.5	7.0	8.8	4.9	7.9
Services	10.8	10.1	8.6	8.7	7.5	9.5	8.8	6.9	9.9	9.1	10.1	6.8	6.9
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	10.0	9.9	8.3	7.9	7.9	8.7	5.6	4.7	5.8	4.4	.7	3.8	*
1977 dollars	-1.3	(3)	-.6	-.3	-1.2	(4)	-4.1	-5.0	-3.6	-4.3	-5.9	-2.1	*
Real spendable earnings (worker and 3 dependents, 1977 dollars)	-3.7	-2.4	-2.8	-2.5	-2.2	-1.1	-4.7	-4.7	-3.5	-4.0	(5)	(5)	(5)

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05 percent.

[4] No change.

[5] Statistical series terminated.

p = preliminary.

* Not available.

Table 9. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits), civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981
Civilian nonfarm workers[1]	–	102.6	104.5	–	2.6	1.9	–	–	–
Workers, by occupational group									
White-collar workers	–	102.7	104.9	–	2.7	2.1	–	–	–
Blue-collar workers	–	102.3	104.1	–	2.3	1.8	–	–	–
Service workers	–	102.8	104.2	–	2.8	1.4	–	–	–
Workers, by industry division									
Manufacturing	–	102.1	104.0	–	2.1	1.9	–	–	–
Nonmanufacturing	–	102.8	104.8	–	2.8	1.9	–	–	–
Services	–	104.4	107.1	–	4.4	2.6	–	–	–
Public administration[2]	–	104.3	106.0	–	4.3	1.6	–	–	–
Private nonfarm workers[3]	94.7	102.0	104.0	2.1	2.0	2.0	9.8	10.0	9.8
Workers, by occupational group									
White-collar workers	94.5	101.8	104.0	2.1	1.8	2.2	9.5	10.0	10.1
Blue-collar workers	94.9	102.2	104.0	2.1	2.2	1.8	10.1	10.0	9.6
Service workers	94.3	101.9	103.1	1.7	1.9	1.2	9.4	9.9	9.3
Workers, by industry division									
Manufacturing	94.7	102.1	104.0	2.2	2.1	1.9	9.8	10.2	9.8
Nonmanufacturing	94.7	102.0	103.9	2.0	2.0	1.9	9.8	9.8	9.7
State and local government workers	–	105.3	107.4	–	5.3	2.0	–	–	–
Workers, by occupational group									
White-collar workers	–	105.7	107.8	–	5.7	2.0	–	–	–
Blue-collar workers	–	104.2	105.9	–	4.2	1.6	–	–	–
Workers, by industry division									
Services	–	105.8	107.9	–	5.8	2.0	–	–	–
Schools	–	106.0	107.9	–	6.0	1.8	–	–	–
Elementary and secondary	–	106.3	108.3	–	6.3	1.9	–	–	–
Hospitals and other services[4]	–	105.0	107.8	–	5.0	2.7	–	–	–
Public administration[2]	–	104.3	106.0	–	4.3	1.6	–	–	–

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[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social, and health services.

- Data not available.

Table 10. Employment Cost Index for wages and salaries, civilian nonfarm workers,[1] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981
Civilian nonfarm workers[1]	–	102.5	104.4	–	2.5	1.9	–	–	–
Workers, by occupational group									
White-collar workers	–	102.8	104.7	–	2.6	2.0	–	–	–
Blue-collar workers	–	102.4	104.0	–	2.4	1.6	–	–	–
Service workers	–	102.5	103.6	–	2.5	1.1	–	–	–
Workers, by industry division									
Manufacturing	–	102.1	104.0	–	2.1	1.9	–	–	–
Nonmanufacturing	–	102.7	104.5	–	2.7	1.8	–	–	–
Services	–	104.4	106.6	–	4.4	2.1	–	–	–
Public administration[2]	–	103.8	105.5	–	3.8	1.6	–	–	–
Private nonfarm workers[3]	95.4	102.0	103.8	2.0	2.0	1.8	9.0	9.1	8.8
Workers, by occupational group									
White-collar workers	95.2	101.8	103.9	2.0	1.8	2.1	8.7	9.2	9.1
Blue-collar workers	95.7	102.3	103.9	2.1	2.3	1.6	9.6	9.1	8.6
Service workers	94.8	101.8	102.7	1.5	1.8	.9	8.1	9.0	8.3
Workers, by industry division									
Manufacturing	95.7	102.1	104.0	2.3	2.1	1.9	9.4	9.1	8.7
Nonmanufacturing	95.2	102.0	103.8	1.9	2.0	1.8	8.8	9.1	9.0
State and local government workers	–	105.0	107.0	–	5.0	1.9	–	–	–
Workers, by occupational group									
White-collar workers	–	105.4	107.5	–	5.4	2.0	–	–	–
Blue-collar workers	–	103.9	105.5	–	3.9	1.5	–	–	–
Workers, by industry division									
Services	–	105.5	107.6	–	5.5	2.0	–	–	–
Schools	–	105.7	107.7	–	5.7	1.9	–	–	–
Elementary and secondary	–	106.0	107.9	–	6.0	1.8	–	–	–
Hospitals and other services[4]	–	104.6	107.3	–	4.6	2.6	–	–	–
Public administration[2]	–	103.8	105.5	–	3.8	1.6	–	–	–

[1] Excludes private household and Federal government workers.
[2] Consists of legislative, judicial, administrative, and regulatory activities.
[3] Excludes private household workers.
[4] Includes, for example, library, social, and health services.
- Data not available.

Table 11. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981
Private nonfarm workers[1]	95.4	102.0	103.8	2.0	2.0	1.8	9.0	9.1	8.8
Workers, by occupational group									
White-collar workers	95.2	101.8	103.9	2.0	1.8	2.1	8.7	9.2	9.1
Professional and technical workers	95.3	103.3	105.5	2.2	3.3	2.1	10.5	10.8	10.7
Managers and administrators	94.7	101.6	102.8	1.3	1.6	1.2	7.2	8.7	8.6
Sales workers	94.8	98.0	101.9	2.8	-2.0	4.0	6.7	6.2	7.5
Clerical workers	95.7	102.7	104.2	2.1	2.7	1.5	9.1	9.5	8.9
Blue-collar workers	95.7	102.3	103.9	2.1	2.3	1.6	9.6	9.1	8.6
Craft and kindred workers	96.1	102.9	104.3	2.2	2.9	1.4	9.4	9.5	8.5
Operatives, except transport	95.5	102.1	104.1	2.0	2.1	2.0	10.2	9.1	9.0
Transport equipment operatives	95.3	101.0	102.7	1.9	1.0	1.7	8.2	8.0	7.8
Nonfarm laborers	95.7	101.5	103.3	2.0	1.5	1.8	9.5	8.1	7.9
Service workers	94.8	101.8	102.7	1.5	1.8	.9	8.1	9.0	8.3
Workers, by industry division									
Manufacturing	95.7	102.1	104.0	2.3	2.1	1.9	9.4	9.1	8.7
Durables	95.7	102.1	104.5	2.3	2.1	2.4	9.8	9.2	9.2
Nondurables	95.7	102.0	103.1	2.1	2.0	1.1	8.6	8.8	7.7
Nonmanufacturing	95.2	102.0	103.8	1.9	2.0	1.8	8.8	9.1	9.0
Construction	95.9	103.0	104.3	1.5	3.0	1.3	8.8	9.0	8.8
Transportation and public utilities	95.6	102.0	103.6	2.7	2.0	1.6	11.1	9.6	8.4
Wholesale and retail trade	95.1	101.3	102.3	1.7	1.3	1.0	7.8	8.2	7.6
Wholesale trade	95.9	102.0	103.4	3.2	2.0	1.4	10.0	9.7	7.8
Retail trade	94.8	101.0	101.9	1.1	1.0	.9	7.0	7.7	7.5
Finance, insurance, and real estate	93.1	98.3	102.3	2.1	-1.7	4.1	7.4	7.8	9.9
Services	95.7	103.6	105.8	1.6	3.6	2.1	8.7	10.0	10.6

[1] Excludes private household workers.

Table 12. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981	December 1980	September 1981	December 1981
Workers, by bargaining status									
Union	95.8	102.7	105.0	2.5	2.7	2.2	10.9	9.9	9.6
Manufacturing	96.1	102.6	104.7	2.4	2.6	2.0	11.0	9.4	8.9
Nonmanufacturing	95.5	102.8	105.2	2.6	2.8	2.3	10.8	10.4	10.2
Nonunion	95.1	101.6	103.2	1.8	1.6	1.6	8.0	8.6	8.5
Manufacturing	95.4	101.7	103.3	2.1	1.7	1.6	7.9	8.9	8.3
Nonmanufacturing	95.0	101.6	103.2	1.7	1.6	1.6	8.1	8.8	8.6
Workers, by region									
Northeast	96.0	101.7	104.4	1.9	1.7	2.7	8.6	7.9	8.8
South	94.9	101.9	102.8	1.9	1.9	.9	8.8	9.4	8.3
North Central	95.3	101.6	103.3	2.2	1.6	1.7	8.8	9.0	8.4
West	95.3	103.2	105.1	2.0	3.2	1.8	10.8	10.4	10.3
Workers, by area size									
Metropolitan areas	95.4	102.1	104.0	2.0	2.1	1.9	9.0	9.1	9.0
Other areas	95.1	101.8	103.1	2.4	1.8	1.3	9.4	9.5	8.4

[1] Excludes private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 13. Average percent changes in wages and benefits in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending												
	1978	1979				1980				1981			
	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
Wage and benefit adjustments:													
Over life of contract[3]	6.4	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	8.4	8.3
First year	8.3	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.4	9.7	10.2
Wage-rate adjustments in—													
All industries:													
Over life of contract[3]	6.4	6.3	6.7	6.1	6.0	6.1	6.1	6.9	7.1	7.1	7.6	8.0	7.9
Contracts with escalator clauses	5.3	5.3	5.3	4.7	4.6	4.6	4.3	4.9	5.0	5.2	5.6	5.7	5.5
Contracts without escalator clauses	7.0	6.9	7.9	8.0	8.0	8.2	9.1	10.1	10.3	9.3	9.5	8.9	8.8
First year	7.6	7.0	7.9	7.6	7.4	7.6	7.7	9.1	9.4	9.2	9.9	9.7	9.9
Contracts with escalator clauses	6.9	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0
Contracts without escalator clauses	8.0	7.7	8.8	9.1	9.1	9.3	10.4	11.4	11.7	10.4	11.1	10.7	10.6
Manufacturing:													
Over life of contract[3]	6.6	6.9	7.8	5.8	5.4	5.3	4.9	5.1	5.5	5.4	5.8	6.0	6.1
First year	8.3	8.2	9.3	7.4	6.9	6.9	6.4	6.9	7.3	7.1	7.5	7.4	7.2
Nonmanufacturing:													
Over life of contract[3]	6.4	6.1	6.4	6.5	6.8	7.1	8.5	8.3	8.3	8.3	8.6	9.4	8.8
First year	7.4	6.6	7.4	7.8	8.0	8.8	10.2	10.7	10.9	10.8	11.2	11.4	11.2
Construction:													
Over life of contract[3]	6.2	6.4	8.0	8.2	8.3	8.4	10.0	11.3	11.5	11.6	11.9	11.4	11.3
First year	6.5	6.8	8.3	8.9	8.8	8.9	11.6	13.3	13.6	13.6	13.9	13.6	13.5

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[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Annual rate of change.

Table 14. Average percent changes in wages and benefits in major collective bargaining settlements[1] by year and by quarter[2]

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979		1980				1981			
							II	IV	I	II	III	IV	I	II	III	IV
Wage and benefit adjustments:																
Over life of contract[3]	6.6	6.2	8.3	6.6	7.1	8.3	6.1	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8
First year	8.5	9.6	8.3	9.0	10.4	10.2	9.0	8.5	8.0	10.2	11.4	8.5	7.7	11.6	10.5	11.0
Wage-rate adjustments in—																
All industries:																
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	7.9	5.1	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7
Contracts with escalator clauses	5.7	5.0	5.2	4.6	5.0	5.5	4.2	4.2	4.7	4.4	5.4	5.3	6.1	6.7	4.6	4.6
Contracts without escalator clauses	7.3	6.9	7.1	8.0	10.3	8.8	7.9	7.7	9.2	10.0	11.3	9.8	6.3	10.5	9.3	8.1
First year	8.4	7.8	7.6	7.4	9.5	9.8	6.8	6.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0
Contracts with escalator clauses	8.4	8.0	7.1	6.2	8.0	8.0	6.1	5.2	8.5	6.7	9.5	7.2	7.6	7.7	4.9	9.0
Contracts without escalator clauses	8.3	7.6	8.0	9.1	11.7	10.6	9.3	8.7	10.8	11.2	12.7	11.5	6.9	12.8	11.8	9.1
Manufacturing:																
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.1	4.7	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4
First year	8.9	8.4	8.3	6.9	7.4	7.2	6.3	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6
Nonmanufacturing:																
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	6.9	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8
First year	7.7	7.4	7.4	8.0	10.9	11.2	9.4	7.7	8.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6
Construction:																
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	8.5	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7
First year	6.1	6.3	6.5	8.8	13.6	13.5	10.4	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4

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[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increases, decreased, or not changed

[3] Annual rate of change.

p = preliminary.

Table 15. Average percent wage-rate adjustments going into effect in major collective bargaining units

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979		1980				1981			
							III	IV	I	II	III	IV	I	II	III	IV
Total, all covered industries	8.1	8.0	8.2	9.1	9.9	9.5	3.3	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5
Adjustments resulting from—																
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	1.0	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	1.0	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4
Escalator provision	1.6	1.7	2.4	3.1	2.8	3.2	1.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6
Total in—																
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	3.2	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	3.4	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	4.3	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3
Construction	7.2	6.5	6.5	7.1	9.9	11.2	1.4	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.6
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	5.9	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	2.2	1.2	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9
Services	5.7	6.7	8.6	7.0	8.1	9.6	1.4	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9

[1] Data relate to private nonfarm industry agreements covering 1,000 workers or more and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

Table 16. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	April 81	10.1	9.8	10.8	10.2	9.9
Northeast	April 81	9.6	9.7	10.0	9.6	9.5
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.8	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 81	9.5	10.3	8.0	8.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passiac	June 81	8.9	10.2	7.8	9.0	10.4
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	June 81	11.0	–	14.5	8.2	5.1
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 81	9.5	6.5	10.7	9.4	7.0
York	February 82	9.2	10.0	8.3	10.4	8.8
South	April 81	10.7	10.0	11.9	10.5	9.7
Atlanta	May 81	9.4	13.8	13.7	10.9	9.3
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 81	11.1	11.0	10.8	9.6	8.7
Huntsville	February 82	7.0	–	6.9	8.2	8.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 81	9.7	12.4	–	–	9.8
Washington	March 81	9.1	8.4	6.7	8.4	13.9
North Central	April 81	10.2	9.6	10.6	10.1	10.2
Chicago	May 81	9.7	9.8	9.2	9.2	9.7
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.0	9.0	9.1
Davenport-Rock Island-Moline	February 81	12.5	11.7	12.7	10.8	11.2
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 81	9.7	8.4	9.1	8.9	9.8
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 81	10.4	10.1	11.2	9.2	9.7
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 16. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 81	9.6	10.6	10.3	9.5	9.3
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 81	11.5	10.5	9.7	11.0	11.5
Wichita	April 81	10.7	7.8	14.1	12.2	10.9
West	April 81	10.0	9.8	11.5	11.6	10.4
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 81	9.9	7.7	–	11.5	11.6
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 81	10.6	7.9	11.7	12.4	12.3
San Jose	March 81	11.3	10.9	9.1	12.1	9.3
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Negotiated Changes in Wages and Benefits in Major Collective Bargaining Agreements in 1981

Joan Borum

Major collective bargaining settlements reached in 1981 in private nonfarm industries provided wage adjustments averaging 9.8 percent during the first year of the agreement and 7.9 percent a year over the life of the contract.

Settlements resulting from unscheduled reopenings had a noticeable effect on settlement data for the first time. In 1981, there were 34 such settlements covering 350,000 workers. If workers under these settlements are excluded from the data, the average wage adjustments are 10.6 percent for the first contract year and 8.4 percent annually over the life of the contract.

Compensation (wages and benefits) adjustments in settlements covering at least 5,000 workers averaged 10.2 percent during the first year of the agreement and 8.3 percent annually over the life of the contract. Wage adjustments for this group averaged 9.8 percent in the first year and 7.5 percent annually over the life of the contract.

Wage changes put into effect during the year in major bargaining units averaged 9.5 percent. They resulted from 1981 settlements, settlements reached earlier that deferred some adjustments to 1981, and cost-of-living adjustments (COLA).

This article summarizes wage and benefit changes in major collective bargaining units (those covering at least 1,000 workers) during 1981. The data relate to units in private nonfarm industries composed of either production and related workers in manufacturing or nonsupervisory workers in nonmanufacturing industries, and cover 9 million workers. Settlement data do not include estimates of potential wage changes under COLA clauses. Tables 1, 5, 6, and 11 present historical data while the remaining tables relate primarily to 1981. Tables 2 through 10 provide data on 1981 settlements excluding unscheduled contract reopenings. Definitions of the measures and explanations of the limitations of the data are at the end of this article.[1]

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Settlements reached in 1981

In 1981, 2.4 million workers were covered by settlements, compared with 3.8 million in 1980 and 3.5 million in 1979. This reflects the cyclical nature of collective bargaining negotiations—2 years of heavy bargaining followed a year of light bargaining.

Key 1981 settlements took place in railroads, the bituminous coal industry and retail food stores. Some 1.6 million workers in nonmanufacturing, including 612,000 in construction, negotiated contracts in 1981, while the manufacturing sector accounted for the other 789,000 workers. Average first-year wage adjustments were 7.2 percent in manufacturing, and 9.7 percent in nonmanufacturing, excluding construction. In construction, which accounted for about one-fourth of the workers covered by 1981 settlements, the average first-year wage adjustment was 14.0 percent.

Unscheduled contract reopenings resulted in additional wage increases for about 280,000 workers in apparel. To help offset a 20-percent rise in prices since the inception of their contract already in effect, the 7-percent wage increase scheduled for June 1981 was advanced to March and increased to 11 percent.

Unscheduled reopenings resulted in wage and/or benefit concessions for 93,000 workers in the automobile industry, airlines, and meatpacking. The United Auto Workers negotiated contracts with Chrysler that eliminated the 3-percent deferred wage increases scheduled for March of 1981 and 1982, and suspended the quarterly cost-of-living adjustment provision. Planned increases in pensions, three existing paid holidays, and a scheduled increase of 5 minutes in paid lunch periods for employees in plants that operate 24 hours a day were also eliminated.

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[1] There were 49 agreements, covering 290,000 workers, that had expired but were not renegotiated before the end of the year. In addition, 46 agreements, for 140,000 workers, are excluded from this analysis because of insufficient information at the time data were tabulated. Multiplant or multifirm agreements covering 1,000 workers or more are included in the analysis, even though individual units may be smaller.

Negotiations in airlines resulted in agreements which provided for pay cuts. Wage decreases at Braniff Airways effective March 1, 1981 were tied to a profit-sharing plan where pay deductions would be returned as profits allowed. Pan American World Airways and its employees negotiated pay cuts effective September 15, 1981 and deferred future wage increases. Republic Airlines employees also accepted pay cuts in December 1981.

In the meatpacking industry, which was experiencing production cutbacks and plant closings, the United Food and Commercial Workers agreed to contracts providing a number of wage and benefit concessions. Armour and Co. set a pattern for accords with Wilson and Co. and George A. Hormel and Co. The Armour contract was negotiated 8½ months in advance of the scheduled August 31, 1982 expiration date, and does not specify reductions in current wages and/or benefits. However, the contract provides for a lump sum cost-of-living adjustment in December 1983 equal to the amount that would have been paid if the semi-annual COLA clause was operative in 1982. The contract is subject to reopening on wages in September 1984, with the union permitted to strike if a settlement is not attained. As a concession to the union, Armour agreed not to close any plants, departments, or divisions before July 1, 1983.

Wage adjustments in the construction industry averaged 13.5 percent during the first contract year and 11.3 percent over the life of the agreement. In the construction industry, bargainers often agree to an increase in total compensation, with allocation between wages and benefits to be determined by the union at a later date. Where the ultimate division of the increase is not known, it is all treated by BLS as a wage increase.

Contracts in the construction industry are of shorter duration and generally provide higher specified wage increases rather than relying on the operation of cost-of-living adjustment clauses as a means of offsetting inflation. COLA clauses are not common in the construction industry. Where they are found, they often come into play only when the rise in the Consumer Price Index would yield a pay increase that was greater than the negotiated deferred increase.

As would be expected, settlements with cost-of-living adjustment clauses generally provided lower specified increases than settlements without such clauses. First-year negotiated wage adjustments in contracts with COLA provisions averaged 8.0 percent compared with 10.6 percent for contracts without such provisions. When negotiated wage adjustments are averaged over the life of the contract, the annual rates in 1981 were 5.5 percent for contracts with COLA clauses and 8.8 percent for those without.

In 1981, 146 settlements, covering 659,000 workers, included cost-of-living adjustment clauses, while 431 settlements, covering 1.7 million workers, did not. In 12 settlements, covering 55,000 workers, COLA clauses were introduced or reestablished; but 19 settlements, affecting 130,000 workers, dropped automatic cost-of-living wage adjustment provisions.

The impact of COLA clauses is demonstrated in table 3, in which negotiated wage settlements in 1981 are compared with the negotiated changes in the prior agreement covering the same workers. The table shows that contracts without COLA clauses provided higher specified wage increases than those with such clauses. However, adding COLA adjustments to their specified changes pushed the overall adjustment for workers with COLA higher than that for workers without.

The size of wage settlements also varied by region. The highest average wage-rate adjustments were found in the Mountain region, followed by the New England region. The lowest adjustments were made in inter-regional pacts. Wage settlements in multiemployer bargaining units, including many in the construction industry, were higher, on average than in single employer units.

Wage changes going into effect during 1981

The average wage adjustment put into effect in 1981 was 9.5 percent, below the 1980 level of 9.9 percent. The effective wage adjustment measure is made up of three components—changes under the current-year's settlements and effective in the year, deferred changes from previous years' settlements, and cost-of-living adjustments. The actual wage changes put into effect are weighted by the number of workers receiving the changes and prorated over all workers under major agreements; thus the relative importance of each component is influenced by both the size of the change and the number of workers affected. Generally, deferred increases are lower, on average, than first year changes under new settlements. In years of light bargaining, more workers are covered by deferred increases than by new settlements, holding down the size of adjustments overall. Wage adjustments resulting from COLA clauses, which are dependent on the timing of reviews and the formula used, as well as the rate of price increase, are also included in the total effective wage change measure.

In 1981, a light bargaining year, the most significant portion of the effective wage measure was the deferred change component. Prorating the 10.1 percent mean deferred adjustment received by some 5.3 million workers over all workers in major bargaining units resulted in an average effective adjustment of 3.8 percent. The prorated new settlement component amounted to 2.5 percent in 1981. The third part of the effective change measure, COLA, which is dependent on the timing of reviews and the formula used, as well as the rate of inflation, averaged 3.2 percent prorated over all workers.

Of the 5 million workers covered by COLA clauses in 1981, 4.6 million were scheduled to have a cost-of-living review. Almost all of those scheduled to have a COLA review received at least one COLA increase during the year, which averaged 6.1 percent or two-thirds of the rise in the Consumer Price Index on which the adjustments are based.[3] COLA clauses are designed to help workers recover purchasing power lost through price increases. The proportion of purchasing power recovered under individual bargaining agreements depends on the formula used to relate wages to price changes, the timing of COLA reviews, and possible "caps" on the amount of COLA increases.

Benefit changes

In 1981 bargaining, 446 of the 572 major settlements provided for improvements in fringe benefits; they covered 74 percent of all workers under settlements reached during the year. Emphasis was on improvements in health and welfare plans, retirement plans, and job security provisions.

Health and welfare plans were improved for 1.5 million employees. Increased employer payments to fund health and welfare plans were often used to maintain the existing level of benefits. Some 481,000 workers gained improvements in major medical plans and 433,000 workers' hospital, medical, and surgical insurance coverages were broadened. Dental plans were established for 209,000 employees and liberalized for 475,000 employees already having a plan. Prescription drug plans were introduced for approximately 31,000 employees and 49,000 employees were covered under newly established optical plans.

Enhanced retirement benefits, including higher normal benefit levels, liberalization or establishment of early or disability retirement provisions, and easing of vesting requirements, were provided for 1.1 million of the 1.4 million workers covered by a change in pension plans. Other improvements in retirement benefits were increased employer payments to benefit funds and increases in health and welfare and retirement to past retirees.

Vacation benefits were improved for 563,000 workers, mostly in reduced time in service required for time off. Holiday benefits were improved for 661,000 workers with 644,000 of them gaining an additional holiday. Provision for supplemental unemployment benefits, sick leave, and jury duty were improved for may workers. Table 11 provides information on various benefit changes, classified by the size of wage increases. Table 12 shows the extent of changes in various benefits for the last 5 years.

Explanatory note about the data

This summary is confined to major collective bargaining units—those covering at least 1,000 workers—in the private nonfarm sector. It is limited to units of production and related workers in manufacturing and of nonsupervisory workers in nonmanufacturing. About 1 out of 8 wage and salary workers in private industry (excluding households) is covered by a major bargaining agreement. The data do not reflect changes in collective bargaining units of fewer than 1,000 workers.

Percentage changes in wages are calculated by dividing newly negotiated wage changes by average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, percent changes in compensation (wages and benefits) are obtained by dividing the newly negotiated wage and benefit changes by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (for example, methods of financing pensions or composition of the labor force) will not change. The data, therefore, are measures of negotiated change and not of total changes in employer cost.

Data for 1981 settlements include specified first-year deferred wage changes, but exclude potential wage changes resulting from COLA clauses. Beginning in 1981, settlements reached under unscheduled contract reopenings are included in the size of settlements data. (They have always been, and continue to be, included in measures of effective wage adjustments.) Their exclusion from the settlements data prior to 1981 had no noticeable impact. In 1981, however, settlements reached under unscheduled reopenings became more important because they affected a large number of workers.

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[3] Prior to 1981, the percentage change in wages resulting from COLA adjustments was compared to the CPI change in the period in which the COLA payment was made. Wage increases under COLA clauses, however, are based on prior CPI changes for a specified review period. The average COLA adjustment is now compared to the CPI change during the period used in calculating the amount of COLA increases.

Table 1. Highlights of compensation and wage adjustments for settlements in 1976-81

Adjustment	Average percent adjustment[1]					
	1976	1977	1978	1979	1980	1981
Compensation adjustments (settlements with at least 5,000 workers)						
First year	8.5	9.6	8.3	9.0	10.4	10.2
Average over life of contract	6.6	6.2	6.3	6.6	7.1	8.3
Wage adjustments (settlements with at least 1,000 workers)						
All industries						
First year	8.4	7.8	7.6	7.4	9.5	9.8
With cost-of-living adjustment clauses	8.4	8.0	6.9	6.2	8.0	8.0
Without cost-of-living adjustment clauses	8.3	7.6	8.0	9.1	11.7	10.6
Average over life of contract	6.4	5.8	6.4	6.0	7.1	7.9
With cost-of-living adjustment clauses	5.7	5.0	5.3	4.6	5.0	5.5
Without cost-of-living adjustment clauses	7.3	6.9	7.1	8.0	10.3	8.8
Manufacturing						
First year	8.9	8.4	8.3	6.9	7.4	7.2
Average over life of contract	6.0	5.5	6.6	5.4	5.4	6.1
Nonmanufacturing						
First year	7.7	7.4	7.4	8.0	10.9	11.2
Average over life of contract	6.8	6.0	6.4	6.8	8.3	8.8
Construction						
First year	6.1	6.3	6.5	8.8	13.6	13.5
Average over life of contract	6.2	6.3	6.2	8.3	11.5	11.3
Nonmanufacturing excluding construction						
First year	8.6	8.0	8.0	7.6	9.5	9.8
Average over life of contract	7.2	5.9	6.5	6.2	6.6	7.3
Effective wage adjustment						
Total (all units with at least 1,000 workers)	8.1	8.0	8.2	9.1	9.9	9.5
New settlements	3.2	3.0	2.0	3.0	3.6	2.5
Deferred adjustments	3.2	3.2	3.7	3.0	3.5	3.8
Cost-of-living adjustments	1.6	1.7	2.4	3.1	2.8	3.2

[1] Includes unscheduled reopenings.

Table 2. Highlights of compensation and wage adjustments for settlements reached in 1981

Adjustment	All settlements		All settlements excluding unscheduled reopenings	
	Average adjustment	Number of workers (000's)	Average adjustment	Number of workers (000's)
Compensation adjustments (settlements with at least 5,000 workers)				
First year	10.2	1,465	11.1	1,165
Average over life of contract	8.3	1,465	8.7	1,165
Wage adjustments (settlements with at least 1,000 workers)				
All industries				
First year	9.8	2,382	10.6	2,034
With cost-of-living adjustment clauses	8.0	659	8.1	647
Without cost-of-living adjustment clauses	10.6	1,723	11.8	1,387
Average over life of contract	7.9	2,382	8.4	2,034
With cost-of-living adjustment clauses	5.5	659	5.6	647
Without cost-of-living adjustment clauses	8.8	1,723	9.7	1,387
Manufacturing				
First year	7.2	804	8.3	466
With cost-of-living adjustment clauses	6.2	227	6.5	219
Without cost-of-living adjustment clauses	7.6	577	10.0	247
Average over life of contract	6.1	804	6.7	466
With cost-of-living adjustment clauses	4.8	227	5.0	219
Without cost-of-living adjustment clauses	6.6	577	8.2	247
Nonmanufacturing				
First ayear	11.2	1,578	11.3	1,566
Average over life of contract	8.8	1,578	8.9	1,566
Construction				
First year	13.5	594	13.5	594
Average over life of contract	11.3	594	11.3	594
Nonmanufacturing excluding construction				
First year	9.8	984	9.9	973
Average over life of contract	7.3	984	7.3	973

Table 3. Negotiated wage changes in 1981 settlements and adjustments under prior contract[1]

Adjustment	Workers under 1981 settlements (in 000's)	Average annual adjustment over life of contract				Contract duration in months	
		1981 settlements[2]	Prior settlements			1981 settlements	Prior settlements
			Specified adjustments[2] [3]	COLA adjustments	Total adjustments[4]		
All settlements including unscheduled reopenings	2,312	8.0	9.6	1.7	8.7	29.7	33.0
Settlements with COLA clauses in:							
Current and prior contract	557	5.3	5.5	5.7	10.7	36.1	37.2
Current settlement only	54	8.2	11.5	-	11.4	27.3	20.4
Prior contract only	245	3.6	5.0	2.5	7.3	29.1	35.5
Neither contract	1,457	9.8	8.0	-	8.0	27.4	31.2
All settlements excluding unscheduled reopenings	1,972	8.5	9.7	1.6	8.7	31.9	32.0
Settlements with COLA clauses in:							
Current and prior contract	546	5.4	5.6	5.7	10.8	36.0	37.2
Current settlement only	54	8.2	11.5	-	11.4	27.3	37.2
Prior contract only	174	7.6	7.2	1.6	8.8	32.4	35.2
Neither contract	1,198	10.0	8.2	-	8.2	30.2	30.2

[1] Agreements covering 1,000 workers or more. Excludes agreements where no previous record exists.

[2] Excludes potential COLA adjustments, and includes increases specified in either cents per hour or percentage terms.

[3] Measures same bargaining units, but individual units may have settled in different years.

[4] Includes both COLA and "Specified" adjustments.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 4. Annual rates of compensation change in 1981 settlements covering 5,000 workers or more[1]

Annual rate of change	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
	Changes averaged over the life of contract[2]						
All actions	100	100	100	100	100	100	100
No change	–	–	4	–	–	1	1
Decreases	17	–	3	–	8	7	6
Increases	83	100	93	100	92	92	93
In percent							
Under 4	3	–	–	10	2	1	3
4 and under 5	3	2	11	–	2	4	3
5 and under 6	4	–	5	65	2	2	15
6 and under 7	–	–	3	4	–	1	1
7 and under 8	–	11	3	10	6	5	6
8 and under 9	6	37	37	3	23	26	21
9 and under 10	10	8	14	2	9	10	9
10 and under 12	56	24	12	6	39	33	28
12 and over	1	18	9	–	10	9	8
Number of workers (in thousands)	429	503	243	290	933	1,175	1,465
Median adjustment (in percent)	10.8	8.9	8.7	5.4	9.7	9.3	8.7
Median increase (in percent)	10.8	8.9	8.7	5.4	10.2	9.7	8.7
Mean adjustment (in percent)	7.2	10.8	8.1	5.8	9.2	8.9	8.3
Mean increase (in percent)	9.7	10.8	9.0	5.8	10.4	10.1	9.2
	First-year changes[3]						
All actions	100	100	100	100	100	100	100
No changes	–	–	–	–	–	–	–
Decreases	17	–	7	–	8	8	6
Increases	83	100	93	100	92	92	94
In percent							
Under 4	3	–	–	8	2	1	3
4 and under 5	–	–	–	–	–	–	–
5 and under 6	–	–	–	–	–	–	–
6 and under 7	–	–	2	–	–	1	(4)
7 and under 8	2	6	6	2	4	5	4
8 and under 9	4	2	13	12	3	5	7
9 and under 10	4	5	7	2	5	5	4
10 and under 12	56	69	46	18	63	60	51
12 and under 14	11	8	6	58	9	9	18
14 and over	1	10	13	–	6	8	6
Number of workers (in thousands)	429	503	243	290	933	1,175	1,465
Median adjustment (in percent)	10.8	11.3	10.7	12.1	10.8	10.8	10.8
Median increase (in percent)	10.8	11.3	10.7	12.1	10.8	10.8	10.8
Mean adjustment (in percent)	7.7	11.6	10.5	11.0	9.8	10.0	10.2
Mean increase (in percent)	10.5	11.6	12.0	11.0	11.2	11.3	11.3

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[1] Includes unscheduled contract reopenings.

[2] Based on estimated increases in hourly costs at end of contract period and assumes equal spacing of wage and benefit changes over life of contract.

[3] Changes negotiated during the year and going into effect within 12 months from the effective date of the agreement.

[4] Less than 0.5 percent.

[5] Majority of workers at no change.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 5. Median wage changes in collective bargaining units covering at least 1,000 workers, 1954-81

Year[1]	Private nonfarm industries				Manufacturing				Nonmanufacturing			
	All contracts		Contracts with increases		All contracts		Contracts with increases		All contracts		Contracts with increases	
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Perce
	First year changes in contracts negotiated during the year											
1954	5.8	[2]3.1	5.7	–	5.8	–	5.7	–	5.8	–	5.8	–
1955	10.1	[2]5.4	10.3	–	9.4	–	9.5	–	13.3	–	13.9	–
1956	10.7	[2]5.4	10.7	–	10.7	–	10.5	–	10.5	–	10.6	–
1957	10.1	[2]4.9	10.4	–	9.9	–	10.4	–	10.4	–	10.4	–
1958	8.8	3.9	8.8	–	7.1	–	7.2	–	9.7	–	9.8	–
1959	8.8	3.9	8.8	3.9	7.3	3.5	7.4	3.7	8.8	4.0	8.9	4.0
1960	8.5	3.2	8.7	3.2	8.7	3.2	8.9	3.2	7.4	3.3	7.5	3.3
1961	6.9	2.8	7.0	2.9	6.0	2.4	6.5	2.5	9.0	.2	10.0	3.6
1962	7.0	2.9	8.0	3.6	5.5	2.4	6.8	2.9	10.2	4.0	10.2	4.1
1963	7.4	3.0	8.5	3.4	6.8	2.5	8.0	3.0	8.5	3.4	9.5	3.5
1964	8.4	3.2	9.0	3.2	5.7	2.0	6.0	2.2	10.0	3.6	10.0	3.6
1965	10.0	3.8	10.0	3.9	10.0	4.0	10.0	4.1	11.0	3.7	11.0	3.7
1966	12.7	4.8	12.8	4.8	10.2	4.2	10.3	4.2	14.5	5.0	14.6	5.0
1967	16.0	5.6	16.1	5.7	17.5	6.4	18.0	6.4	15.0	5.0	15.0	5.0
1968	23.5	7.2	23.5	7.2	23.5	6.9	23.5	6.9	23.6	7.5	23.6	7.5
1969	25.0	8.0	25.0	8.0	21.4	7.0	21.5	7.0	36.8	10.0	36.8	10.0
1970	32.9	10.0	32.9	10.0	26.3	7.5	26.3	7.5	56.0	14.2	56.0	14.2
1971	44.1	12.2	44.1	12.5	38.4	10.0	39.0	10.1	44.1	12.8	44.1	13.0
1972	26.0	6.3	26.0	6.6	23.3	6.2	24.0	6.2	31.6	6.6	32.3	6.6
1973	26.4	5.5	26.4	5.5	26.4	5.6	26.4	5.6	30.0	5.5	30.0	5.5
1974	45.0	9.0	45.0	9.0	40.0	7.7	40.0	7.7	51.3	9.2	52.0	9.3
1975	61.7	10.0	65.0	10.0	42.0	9.0	45.0	9.2	70.0	10.0	70.0	10.2
1976	45.6	8.5	49.0	8.7	40.0	8.8	40.0	8.8	60.0	8.2	65.0	8.6
1977	50.0	8.0	50.0	8.0	57.9	8.5	60.0	8.6	49.5	8.0	49.5	8.0
1978	50.5	7.3	52.0	7.5	46.0	8.1	46.0	8.2	53.3	7.0	54.0	7.0
1979	50.0	7.7	50.0	7.9	45.7	7.0	45.7	7.0	80.0	8.5	83.0	8.7
1980	80.0	9.4	80.4	9.4	51.3	6.8	51.6	6.8	81.8	9.4	81.8	9.4
1981[3]	95.1	11.0	104.5	11.0	66.2	9.6	69.9	10.2	117.9	11.3	120.0	11.3
1981[4]	105.0	10.7	112.0	11.0	71.2	9.0	71.5	9.0	118.0	11.3	120.0	11.3
	Annual rate of change over life of contracts negotiated during year											
1963	–	–	–	2.5	–	–	–	–	–	–	–	–
1964	–	–	–	3.0	–	–	–	–	–	–	–	–
1965	–	–	–	3.3	–	–	–	–	–	–	–	–
1966	–	3.9	–	3.9	–	3.8	–	3.8	–	3.9	–	3.9
1967	14.7	5.0	14.7	5.0	14.5	5.1	14.5	5.1	14.7	5.0	14.7	5.0
1968	17.2	5.2	17.2	5.2	17.0	4.9	17.0	4.9	20.1	5.9	20.1	5.9
1969	21.2	6.8	21.2	6.8	15.8	5.8	15.8	5.8	32.6	8.5	32.6	8.5
1970	31.4	8.1	31.4	8.1	19.0	5.8	19.0	5.8	47.3	12.1	47.3	12.1
1971	31.7	8.0	31.9	8.0	27.6	7.4	28.0	7.5	38.6	8.4	38.9	8.5
1972	25.4	6.0	25.6	6.0	21.0	5.6	21.1	5.6	30.7	6.6	31.6	6.7
1973	23.3	5.2	23.3	5.2	20.6	5.0	20.6	5.0	31.4	5.5	31.7	5.5
1974	33.6	6.6	33.6	6.6	27.9	5.3	27.9	5.3	41.7	7.7	41.8	7.7
1975	47.2	7.4	49.1	7.4	33.6	7.4	34.5	7.5	52.2	7.4	52.2	7.4
1976	38.6	7.0	39.3	7.1	29.3	6.0	29.3	6.1	56.0	7.1	55.0	7.1
1977	33.0	5.0	33.0	5.0	32.9	4.5	32.9	4.5	41.5	5.5	42.5	5.5
1978	47.7	6.8	48.3	6.9	37.2	6.8	37.3	6.8	50.2	6.7	51.2	7.0
1979	43.7	5.1	43.7	5.1	33.6	4.0	33.6	4.0	51.0	6.2	51.0	6.2
1980	47.3	6.3	47.3	6.3	41.1	4.2	41.1	4.2	62.4	8.1	62.4	8.1
1981[3]	72.2	9.0	78.1	9.0	53.8	8.4	54.7	9.0	105.0	9.5	110.2	9.6
1981[4]	86.7	9.0	86.7	9.0	54.1	7.3	55.3	7.4	106.0	9.5	110.2	9.6
	Changes effective in year											
1956	–	–	10.8	–	–	–	–	–	–	–	–	–
1957	–	–	12.7	–	–	–	11.5	–	–	–	14.0	–
1958	12.5	–	12.6	–	–	–	–	–	–	–	–	–
1959	7.8	3.5	8.8	3.6	8.4	3.5	9.1	3.7	7.0	[illegible]	7.8	3.4
1960	8.5	3.3	9.4	3.6	9.0	3.3	9.4	3.7	7.0	[illegible]	8.5	3.7
1961	6.2	2.7	8.0	3.1	6.9	2.7	8.0	3.0	5.7	2.6	9.0	3.6

See footnotes at end of table.

Table 5. Continued—Median wage changes in collective bargaining units covering at least 1,000 workers, 1954-81

Year[1]	Private nonfarm industries				Manufacturing				Nonmanufacturing			
	All contracts		Contracts with increases		All contracts		Contracts with increases		All contracts		Contracts with increases	
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent
	Changes effective in year—Continued											
1962	7.3	2.8	9.0	3.4	6.5	2.6	8.0	3.0	10.0	3.5	10.2	3.8
1963	7.5	2.9	9.4	3.4	7.5	2.7	9.0	3.2	7.4	3.2	10.0	3.7
1964	7.1	2.7	8.5	3.2	5.5	2.0	7.0	2.6	9.2	3.5	10.0	3.6
1965	9.2	3.4	10.0	3.5	10.0	3.4	10.0	3.7	9.0	3.4	9.6	3.4
1966	10.0	3.6	12.4	4.0	9.9	3.3	12.0	4.2	11.6	3.8	12.7	3.9
1967	12.9	4.4	15.0	4.8	12.0	4.0	12.0	4.4	14.9	4.8	18.0	5.2
1968	19.0	5.5	19.2	5.7	18.2	5.2	19.0	5.4	20.0	6.0	21.8	6.5
1969	19.0	5.1	19.1	5.1	17.5	5.0	18.0	5.0	20.0	5.2	20.0	5.6
1970	25.4	7.3	27.5	7.8	20.0	6.0	20.6	6.0	37.5	8.3	42.5	9.7
1971	31.3	8.0	37.8	9.2	25.3	6.3	27.1	6.6	44.1	10.7	45.1	12.1
1972	25.6	6.0	26.0	6.4	23.0	5.2	23.0	5.4	30.4	7.2	40.1	7.6
1973	34.3	7.3	35.5	7.4	30.0	7.3	30.2	7.4	36.2	7.2	36.2	7.5
1974	43.3	9.5	45.0	9.6	46.0	11.1	46.8	11.3	42.5	8.0	42.5	8.2
1975	53.7	8.6	53.7	8.6	53.3	8.6	53.7	8.6	55.2	8.6	55.2	8.8
1976	48.6	8.1	50.0	8.2	50.0	8.2	50.0	8.4	48.6	8.0	49.0	8.1
1977	54.0	8.0	54.7	8.0	53.0	8.1	53.0	8.1	54.2	8.0	55.0	8.0
1978	60.0	8.5	60.0	8.5	60.0	8.9	60.0	8.9	60.0	8.4	60.0	8.5
1979	76.0	9.0	77.5	9.2	74.0	10.5	76.0	10.6	77.6	8.2	79.1	8.2
1980	81.8	10.7	82.0	10.8	90.8	10.8	90.8	10.9	81.8	10.5	81.8	10.7
1981[2]	101.1	10.5	101.7	10.6	99.4	10.6	103.0	10.6	101.7	10.0	101.7	10.2

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[1] For years prior to 1966, the construction, service, finance, insurance, and real estate industries were excluded.

[2] Estimated.

[3] Includes unscheduled contract reopenings.

– Data not available.

[4] Excludes unscheduled contract reopenings.

Table 6. Average percent compensation in collective bargaining units covering 5,000 workers or more, 1965-81

Year	Private nonfarm industries		Manufacturing		Nonmanufacturing	
	Mean adjustment	Median adjustment	Mean adjustment	Median adjustment	Mean adjustment	Median adjustment
	First-year changes in contracts negotiated during year[1]					
1966	6.1	5.8	5.6	5.6	6.9	6.0
1967	7.4	7.3	8.4	9.0	6.5	4.9
1968	8.7	8.1	8.7	8.1	8.6	8.2
1969	10.9	10.9	9.6	8.8	12.3	11.8
1970	13.1	12.0	9.9	8.8	15.9	14.0
1971	13.1	13.9	11.7	13.5	14.1	16.0
1972	8.5	7.9	8.5	8.2	8.5	7.9
1973	7.1	6.8	7.0	5.9	7.1	7.0
1974	10.7	10.5	8.8	7.0	11.6	10.5
1975	11.4	11.4	10.4	11.3	11.6	11.9
1976	8.5	8.7	8.7	8.0	8.3	9.1
1977	9.6	9.8	9.9	9.8	9.4	11.0
1978	8.3	7.4	8.5	8.2	8.3	7.1
1979	9.0	8.8	9.2	8.1	8.7	10.5
1980	10.4	10.8	9.1	9.3	11.3	11.3
1981[2]	10.2	10.8	7.3	10.8	11.4	11.3
1981[3]	11.1	11.3	8.9	8.9	11.4	11.3
	Annual rate of change over life of contracts negotiated during year					
1965[4]	(5)	3.3	(5)	(5)	(5)	(5)
1966	4.1	4.0	4.1	3.8	4.2	4.1
1967	5.1	5.2	5.1	5.2	5.2	4.8
1968	6.5	6.0	5.9	5.9	7.1	6.5
1969	8.2	7.4	6.6	6.6	9.7	9.6
1970	9.1	8.4	6.2	5.5	11.5	11.7
1971	8.8	9.0	7.7	8.8	9.5	9.0
1972	7.4	6.9	6.3	6.2	7.9	7.9
1973	6.1	5.5	6.0	5.5	6.2	6.1
1974	7.8	6.5	6.7	6.2	8.3	7.2
1975	8.1	7.8	9.2	11.3	7.8	7.8
1976	6.6	7.1	6.1	5.0	7.2	7.7
1977	6.2	5.8	5.8	5.1	6.5	5.8
1978	6.3	6.5	6.6	6.5	6.3	6.5
1979	6.6	6.2	6.5	5.8	6.8	6.4
1980	7.1	5.6	5.9	5.0	7.8	5.8
1981[2]	8.3	8.7	6.8	10.0	9.0	8.7
1981[3]	8.7	8.7	6.7	7.0	9.0	8.7
	Changes effective in year					
1968	6.8	6.4	6.3	6.3	7.1	7.1
1969	6.5	5.7	5.7	5.0	7.4	6.2
1970	9.0	8.7	7.7	6.3	10.1	10.6
1971	9.8	8.5	8.2	8.5	11.1	11.6
1972	7.6	6.7	6.2	5.7	8.7	8.0
1973	7.9	7.8	8.0	7.8	7.9	8.5
1974	10.4	10.5	12.1	13.2	9.2	8.1
1975	9.4	8.4	9.0	8.0	9.3	9.4
1976	8.2	7.9	8.9	7.5	7.8	7.9
1977	8.5	7.8	8.5	7.7	8.4	8.3
1978	8.6	8.9	8.8	9.6	8.4	8.8
1979	9.9	10.3	10.5	11.1	9.4	8.6
1980	10.2	11.1	11.1	11.6	9.4	10.5
1981	9.1	9.7	9.2	10.4	9.0	9.6

[1] Changes negotiated during the year and going into effect within 12 months from the effective date of the contract.

[2] Includes unscheduled contract reopenings.

[3] Excludes unscheduled contract reopenings.

[4] Coverage limited to settlements for 10,000 workers or more in 1965.

[5] Not available.

Table 7. Wage changes effective in 1981 in collective bargaining units covering 1,000 workers or more, by type of change

Type and amount of wage-rate action	Percent of workers affected											
	Total effective change			1981 settlement[1]			Prior settlement[2]			Cost-of-living adjustment[3]		
	Private nonfarm industries	Manufacturing	Nonmanufacturing	Private nonfarm industries	Manufacturing	Nonmanufacturing	Private nonfarm industries	Manufacturing	Nonmanufacturing	Private nonfarm industries	Manufacturing	Nonmanufacturing
Total	100	100	100	100	100	100	100	100	100	100	100	100
No wage change	2	1	2	74	80	70	27	18	35	48	34	58
Decreases in wages	1	2	1	1	2	1	-	-	-	-	-	-
Increases in wages	97	97	97	25	18	29	73	82	65	52	66	42
In cents per hour												
Under 20	1	1	1	(4)	1	(4)	5	9	2	4	7	2
20 and under 30	1	1	2	(4)	1	(4)	23	32	15	2	1	3
30 and under 40	5	4	6	1	1	(4)	18	23	13	6	1	10
40 and under 50	5	7	3	1	1	1	3	5	2	8	6	10
50 and under 60	5	5	6	2	3	1	6	5	8	1	2	(4)
60 and under 70	8	11	5	3	3	2	3	3	2	3	5	1
70 and under 80	10	8	13	4	5	3	3	3	3	10	5	13
80 and under 90	5	3	4	3	1	4	2	1	2	16	37	1
90 and under 100	5	6	5	1	1	1	1	(4)	1	1	(4)	1
100 and under 110	13	6	19	2	1	3	3	1	5	(4)	1	(4)
110 and under 120	16	29	6	(4)	(4)	1	1	(4)	2	(4)	1	(4)
120 and over	23	15	29	8	1	14	6	(4)	10	(4)	(4)	(4)
In percent[5]												
Under 4	4	1	5	1	1	(4)	39	54	27	17	9	24
4 and under 5	2	1	1	(4)	(4)	(4)	2	2	2	1	1	1
5 and under 6	3	3	3	1	1	1	5	6	4	1	2	1
6 and under 7	9	3	13	(4)	(4)	1	5	5	5	4	8	1
7 and under 8	8	9	7	1	1	1	6	6	6	13	16	12
8 and under 9	9	10	9	4	1	8	5	5	6	13	26	3
9 and under 10	9	8	9	3	2	3	4	2	5	1	2	(4)
10 and under 11	27	37	20	2	2	3	3	1	4	1	1	(4)
11 and under 12	10	11	10	5	7	3	1	(4)	1	(4)	(4)	(4)
12 and over	16	12	20	8	2	12	3	(4)	5	(4)	(4)	(4)
Number of workers (in thousands)	8,792	3,797	4,995	8,792	3,797	4,995	8,792	3,797	4,995	8,792	3,797	4,995
Median adjustment:												
Percent	10.1	10.6	10.6	11.0	10.7	11.2	3.2	2.9	5.7	7.7	7.9	3.5
Cents per hour	101.7	100.0	101.7	82.9	66.2	105.0	35.0	30.3	50.0	75.0	85.0	42.0
Median increase:												
Percent	10.6	10.8	10.2	11.0	11.0	11.5	3.2	2.9	5.7	7.7	7.9	3.5
Cents per hour	101.7	103.0	101.7	84.1	68.9	108.8	35.0	30.0	50.0	75.0	85.5	4.2
Mean adjustment:												
Percent	9.7	9.8	9.8	9.8	8.0	10.8	5.3	4.2	6.3	6.1	7.0	5.0
Cents per hour	96.8	88.0	103.5	91.0	51.6	110.5	53.9	36.2	70.9	62.2	71.5	51.2
Mean increase:												
Percent	10.0	10.2	9.8	10.9	10.0	11.3	5.3	4.2	6.3	6.1	7.0	5.0
Cents per hour	99.4	92.1	104.8	102.3	69.8	117.1	53.9	36.2	70.9	62.2	71.5	51.2

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[1] Changes negotiated during the year and going into effect during the year. Includes guaranteed minimum adjustments under cost-of-living clauses.

[2] Changes decided upon in earlier years. Includes guaranteed minimum adjustments under cost-of-living clauses.

[3] Excludes guaranteed minimum adjustments which are treated as negotiated adjustments.

[4] Less than 0.5 percent.

[5] Percent of estimated average hourly earnings excluding overtime.

[6] Majority of workers at no wage change.

NOTE: Because some workers received more than one type of increase and because of rounding, sums of individual items may not equal totals.

Table 8. Mean changes in collective bargaining settlements covering 1,000 workers or more, 1981

Measure	All settlements: Percent	All settlements: Cents per hour	All settlements: Workers (in thousands)	Settlements with increases: Percent	Settlements with increases: Cents per hour	Settlements with increases: Workers (in thousands)
All settlements including unscheduled contract reopenings						
First-year changes[1]						
All industries	9.8	98.4	2,382	11.2	113.9	2,202
Contracts with COLA clauses	8.0	80.4	659	9.1	92.0	587
Contracts without COLA clauses	10.6	105.2	1,723	11.9	121.8	1,615
Manufacturing	7.2	50.1	804	9.4	69.7	700
Contracts with COLA clauses	6.2	58.2	227	7.2	67.0	197
Contracts without COLA clauses	7.6	47.0	557	10.3	70.8	503
Nonmanufacturing	11.2	122.9	1,578	12.0	134.4	1,502
Contracts with COLA clauses	8.9	92.1	431	10.0	104.7	390
Contracts without COLA clauses	12.1	134.5	1,147	12.7	144.8	1,113
Construction	13.5	171.9	594	13.7	173.8	591
All industries excluding construction	8.6	74.0	1,786	10.2	91.9	1,611
Nonmanufacturing excluding construction	9.8	93.4	984	10.8	108.9	911
Annual rate of change over life of contract						
All industries	7.9	86.4	2,382	8.6	94.7	2,261
Contracts with COLA clauses	5.5	59.6	659	5.6	61.0	644
Contracts without COLA clauses	8.8	96.6	1,723	9.8	108.1	1,618
Manufacturing	6.1	45.0	804	7.5	57.1	723
Contracts with COLA clauses	4.8	47.7	227	5.0	49.2	220
Contracts without COLA clauses	6.6	43.9	577	8.5	60.5	503
Nonmanufacturing	8.8	107.4	1,578	9.1	112.4	1,539
Contracts with COLA clauses	5.8	65.9	431	5.9	67.2	424
Contracts without COLA clauses	9.9	123.0	1,147	10.4	129.6	1,115
Construction	11.3	155.9	594	11.5	157.7	591
All industries excluding construction	6.7	63.2	1,786	7.6	72.4	1,670
Nonmanufacturing excluding construction	7.3	78.2	984	7.7	84.1	947
All settlements excluding unscheduled contract reopenings						
First-year changes[1]						
All industries	10.6	111.7	2,034	11.2	120.3	1,947
Contracts with COLA clauses	8.1	82.0	647	9.1	92.0	587
Contracts without COLA clauses	11.8	127.6	1,387	12.2	132.5	1,360
Manufacturing	8.3	69.3	466	8.7	72.7	445
Contracts with COLA clauses	6.5	60.4	219	7.2	67.0	197
Contracts without COLA clauses	10.0	77.2	247	10.0	77.2	247
Nonmanufacturing	11.3	124.3	1,568	12.0	134.4	1,502
Contracts with COLA clauses	9.0	93.0	429	10.0	104.7	390
Contracts without COLA clauses	12.2	136.1	1,139	12.7	144.8	1,113
Construction	13.5	171.9	594	13.7	173.8	591
All industries excluding construction	9.4	88.9	1,440	10.1	97.0	1,356
Nonmanufacturing excluding construction	9.9	95.3	973	10.8	108.9	911
Annual rate of change over life of contract						
All industries	8.4	96.9	2,034	8.6	100.3	1,995
Contracts with COLA clauses	5.6	60.3	647	5.7	61.8	633
Contracts without COLA clauses	9.7	114.0	1,387	10.0	118.3	1,362
Manufacturing	6.7	56.8	466	6.8	59.7	459
Contracts with COLA clauses	5.0	49.3	219	5.1	50.9	212
Contracts without COLA clauses	8.2	67.3	247	8.2	67.3	247
Nonmanufacturing	8.9	108.2	1,558	9.2	112.5	1,536
Contracts with COLA clauses	5.8	66.0	429	6.0	67.2	421
Contracts without COLA clauses	10.0	124.1	1,139	10.4	129.6	1,115
Construction	11.3	155.9	594	11.5	157.7	591
All industries excluding construction	7.1	72.5	1,440	7.4	76.2	1,404
Nonmanufacturing excluding construction	7.3	79.1	973	7.7	84.2	945

[1] Changes negotiated during the year and going into effect within 12 months from the effective date of the contract.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 9. Compensation and wage changes in collective bargaining settlements covering 5,000 workers or more, 1981

Measure	All settlements		Settlements with increases	
	Percent	Workers (in thousands)	Percent	Workers (in thousands)
	Settlements including unscheduled reopenings			
First-year compensation changes[1]				
Wages and benefits—all industries	10.2	1,465	11.3	1,376
Contracts with COLA clauses	10.0	436	10.4	428
Contracts without COLA clauses	10.2	1,029	11.7	947
Manufacturing	7.3	445	10.0	373
Contracts with COLA clauses	8.5	71	8.5	71
Contracts without COLA clauses	7.1	373	10.3	302
Nonmanufacturing	11.4	1,020	11.7	1,003
Contracts with COLA clauses	10.3	365	10.7	357
Contracts without COLA clauses	12.0	655	12.3	645
Construction	13.9	293	13.9	293
All industries excluding construction	9.2	1,172	10.5	1,083
Nonmanufacturing excluding construction	10.3	727	10.8	710
Annual rate of compensation change over life of contract				
Wages and benefits—all industries	8.3	1,465	9.2	1,376
Contracts with COLA clauses	6.7	436	6.8	428
Contracts without COLA clauses	9.0	1,029	10.2	947
Manufacturing	6.8	445	9.1	373
Contracts with COLA clauses	5.1	71	5.1	71
Contracts without COLA clauses	7.1	373	10.0	302
Nonmanufacturing	9.0	1,020	9.2	1,003
Contracts with COLA clauses	7.0	365	7.2	357
Contracts without COLA clauses	10.0	655	10.3	645
Construction	13.4	293	13.4	293
All industries excluding construction	7.1	1,172	8.0	1,083
Nonmanufacturing excluding construction	7.2	727	7.5	710
Wages alone—all industries				
First year	9.8	1,465	11.3	1,347
Average over the life of contract	7.5	1,465	8.4	1,375
	Settlements excluding unscheduled reopenings			
First-year changes[1]				
Wages and benefits—all industries	11.1	1,165	11.4	1,147
Contracts with COLA clauses	10.0	436	10.4	428
Contracts without COLA clauses	11.7	729	12.0	719
Manufacturing	8.9	145	8.9	145
Contracts with COLA clauses	8.5	71	8.5	71
Contracts without COLA clauses	9.3	73	9.3	73
Nonmanufacturing	11.4	1,020	11.7	1,003
Contracts with COLA clauses	10.3	365	10.7	357
Contracts without COLA clauses	12.0	655	12.3	645
Construction	13.9	293	13.9	293
All industries excluding construction	10.1	872	10.5	854
Nonmanufacturing excluding construction	10.3	727	10.8	710
Annual rate of change over life of contract				
Wages and benefits—all industries	8.7	1,165	8.9	1,147
Contracts with COLA clauses	6.7	436	6.8	428
Contracts without COLA clauses	9.9	729	10.1	719
Manufacturing	8.2	145	6.7	145
Contracts with COLA clauses	5.1	71	5.1	71
Contracts without COLA clauses	8.3	73	8.3	73
Nonmanufacturing	9.0	1,020	9.2	1,003
Contracts with COLA clauses	7.0	365	7.2	357
Contracts without COLA clauses	10.1	655	10.3	645
Construction	13.4	293	13.4	293
All industries excluding construction	7.1	872	7.4	854
Nonmanufacturing excluding construction	7.2	727	7.5	710
Wages alone—all industries				
First year	10.8	1,165	11.5	1,118
Average over the life of contract	8.2	1,165	8.3	1,147

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[1] Changes negotiated during the year and going into effect within 12 months from the effective date of the contract.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 10. Selected characteristics of settlements covering at least 1,000 workers or more reached during 1981, by duration of contract

Measure	Contract duration			
	6 months to under 18 months	18 months to under 30 months	30 months to under 42 months	All contracts
	All settlements including unscheduled reopenings			
Number of settlements	91	143	335	577
Number of workers (in thousands)	440	521	1,360	2,382
Average duration (months)	13.4	23.3	37.0	29.8
Percent adjustment in:				
First contract year	9.3	8.5	10.6	9.8
Second contract year	–	8.1	7.2	6.5
Third contract year	–	.8	6.0	5.9
Average annual change over life of contract	8.4	8.1	7.7	7.9
	All settlements excluding unscheduled reopenings			
Number of settlements	68	130	330	544
Number of workers (in thousands)	185	448	1,365	2,034
Average duration (months)	12.0	23.8	37.1	32.0
Percent adjustment in:				
First contract year	7.5	11.7	10.7	10.6
Second contract year	–	9.4	7.3	7.6
Third contract year	–	.8	7.8	6.0
Average annual change over life of contract	7.9	10.5	7.8	8.4

[1] Average is based only on settlements with a duration greater than 12 months.

[2] Average is based only on settlements with a duration greater than 24 months.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

Table 11. Changes in benefits and first-year wage-rate adjustments in 1980 settlements covering 1,000 workers or more

(Wage rate data in percent of estimated average hourly earnings, excluding overtime)

Industry division and type of wage-rate action	Workers covered by wage-rate		Workers (in thousands) covered by settlements in which—													
			Benefits established or liberalized													Benefits reduced or not
	Number (in thousands)	Percent	Total	Premium pay	Shift differentials	Paid holidays	Paid vacation	Pensions[2]	Health and welfare[1]	Job security	Supplementary unemployment benefits	Jury duty	Paid funeral leave	Paid sick leave	Other practices	
Private nonfarm industries																
All wage actions	2,382	100	1,781	49	316	662	564	1,374	1,492	297	123	32	163	96	844	57
No wage rate changes	13	1	8	–	–	–	6	8	8	3	–	–	–	–	3	–
Decreases in wages	108	5	11	–	–	–	–	–	3	–	–	–	–	–	11	–
Increases in wages	2,261	95	1,763	49	316	662	559	1,366	1,481	295	123	32	163	96	830	57
Under 4	175	7	145	19	11	82	67	120	137	40	30	–	17	2	78	–
4 and under 6	313	13	290	–	6	227	225	265	279	22	18	4	78	1	147	–
6 and under 8	301	13	275	1	41	63	91	225	238	20	15	28	42	46	145	25
8 and under 10	900	38	609	21	206	234	114	479	477	115	36	1	23	44	290	18
10 and under 12	318	13	272	6	42	51	46	163	225	21	2	–	3	2	120	1
12 and under 14	146	6	107	–	2	4	5	77	75	40	8	–	–	–	15	12
14 and under 16	80	3	47	2	4	3	11	25	34	25	6	–	–	1	13	1
16 and over	30	1	18	–	3	–	–	13	16	13	8	–	–	–	1	
Manufacturing																
All wage actions	804	100	376	28	76	141	153	283	321	66	60	4	41	11	100	–
No wage rate changes	7	1	5	–	–	–	3	5	5	3	–	–	–	–	–	–
Decreases in wages	74	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Increases in wages	723	90	371	28	76	141	151	278	316	66	60	4	41	11	100	–
Under 4	96	12	70	19	11	26	29	56	67	31	29	–	2	–	18	–
4 and under 6	94	12	78	–	6	29	24	63	70	19	18	3	16	–	21	–
6 and under 8	97	12	80	1	5	30	30	52	62	12	11	–	7	5	20	–
8 and under 10	374	47	99	3	37	39	42	70	81	3	1	1	4	6	17	–
10 and under 12	50	6	39	3	15	14	23	32	32	–	–	–	13	–	24	–
12 and under 14	6	1	4	–	2	1	–	3	3	–	–	–	–	–	–	–
14 and 16	2	(3)	2	2	–	2	2	2	2	2	2	–	–	–	–	–
16 and over	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing																
All wage actions	1,578	100	1,405	21	240	521	411	1,091	1,171	229	63	28	122	86	744	57
No wage rate changes	5	(3)	3	–	–	–	3	3	3	–	–	–	–	–	3	–
Decreases in wages	34	2	11	–	–	–	–	–	3	–	–	–	–	–	11	–
Increases in wages	1,539	97	1,392	21	240	521	408	1,088	1,165	229	63	28	122	86	730	57
Under 4	76	5	75	–	–	56	37	64	70	9	2	–	–	2	60	–
4 and under 6	218	14	213	–	–	196	201	201	209	3	–	–	71	1	128	–
6 and under 8	205	13	195	–	36	33	62	173	176	8	4	28	38	41	125	25
8 and under 10	526	33	511	18	170	194	72	409	396	112	35	–	10	38	262	18
10 and under 12	268	17	223	3	28	36	23	131	193	21	2	–	3	2	96	1
12 and under 14	140	9	103	–	–	3	5	74	72	40	8	–	–	–	15	12
14 and under 16	78	5	45	–	5	1	9	23	33	24	4	–	–	1	13	1
16 and over	28	2	18	–	3	–	–	13	16	13	8	–	–	1	13	–

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[1] The totals in this column are smaller than the sums of individual items since some settlements affected more than one item.

[2] Includes actions in which contributions were increased to maintain existing benefits. Excludes actions increasing benefits without increasing employer contributions.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 12. Changes in benefits negotiated in collective bargaining settlements covering 1,000 workers or more, 1976-81[1]

Benefits	Percent of settlements						Percent of workers					
	1976	1977	1978	1979	1980	1981	1976	1977	1978	1979	1980	1981
Settlements established or liberalizing one or more supplementary benefits	76	80	74	85	88	78	86	86	78	94	93	75
Shift differentials	10	13	12	6	18	11	7	9	17	2	20	13
Paid vacations	24	31	25	25	37	23	16	45	35	24	50	24
Paid holidays	21	31	23	20	22	18	36	30	17	50	17	28
Premium pay	1	4	1	1	1	2	1	18	(²)	1	(²)	8
Pensions	57	62	52	59	69	56	75	71	63	76	81	58
Health and welfare plans	65	70	61	72	71	63	80	77	70	64	77	62
Supplemental unemployment benefits	3	12	2	4	14	7	21	18	2	23	35	5
Severance pay	8	7	2	3	0	1	34	12	1	2	0	(²)
Jury duty	1	1	2	3	2	1	2	(²)	1	33	6	1
Paid funeral leave	5	4	6	7	7	5	5	3	10	34	10	7
Paid sick leave	7	2	2	4	3	3	17	2	3	13	2	4
Other practices	5	10	8	6	17	23	19	23	8	16	30	35
Settlements not changing any benefits	24	20	25	14	11	21	12	14	21	6	7	25
Settlements reducing benefits[5]	(²)	(²)	(²)	1	1	(²)	1	(²)	(²)	(²)	(²)	(²)
All settlements and workers in units in which bargaining over wage rates was concluded during year												
Percent	100	100	100	100	100	100	100	100	100	100	100	100
Number	[3]827	[3]950	[3]715	[3]614	[3]826	577	[4]4,050	[4]4,010	[4]2,548	[4]3,492	[4]3,791	2,382

[1] Includes contracts resulting from unscheduled reopenings.
[2] Less than 0.5 percent.
[3] Number of bargaining units.
[4] Number of workers in thousands.
[5] Includes only those which decreases some benefits but increased none.
NOTE: Because of rounding, sums of individual items may not equal totals.

Table 13. Effective wage adjustments in collective bargaining units covering 1,000 workers, 1981

Adjustment	Average quarterly percent adjustment				
	Q_1	Q_2	Q_3	Q_4	Total
Effective wage adjustments for workers receiving adjustments	3.8	6.0	6.6	4.0	9.6
From settlements reached in period	6.6	10.6	8.9	6.5	9.8
Deferred from settlements reached in earlier period	5.3	5.8	4.4	4.4	5.3
From cost-of-living adjustment clauses	2.3	2.4	3.6	2.3	6.1
Effective wage adjustment prorated over all workers[1]	1.7	3.2	3.3	1.5	9.5
From settlements reached in period	.4	1.1	.5	.4	2.5
Deferred from settlements reached in earlier period	.5	1.4	1.5	.4	3.0
From cost-of-living adjustment clauses	.7	.7	1.2	.6	3.2
Manufacturing industries	2.3	2.4	3.1	1.9	9.4
Nonmanufacturing industries	1.2	1.7	3.4	1.1	9.5

[1] Includes workers receiving no adjustment during the period.

Table 14. First-year changes in wages in 1981 settlements covering 1,000 workers or more[1]

Type and amount of wage-rate action	January–March	April–June	July–September	October–December	January–June	January–September	January–December
	Percent of workers affected during—						
	Private nonfarm industries						
All actions	100	100	100	100	100	100	100
No wage change	1	1	1	12	1	1	3
Decreases in wages	13	(*)	5	1	6	5	5
Increases in wages	86	98	94	87	93	94	92
In percent							
Under 4	6	2	3	2	4	3	3
4 and under 6	5	2	1	2	3	3	3
6 and under 8	5	9	7	5	7	7	6
8 and under 10	14	18	21	16	17	16	18
10 and under 12	52	26	22	53	37	33	37
12 and under 14	2	25	27	5	16	18	16
14 and under 16	1	6	4	1	4	4	4
16 and over	2	10	10	1	7	7	6
Number of workers (in thousands)	642	889	442	410	1,531	1,972	2,382
Median adjustment:							
Percent	10.1	11.5	10.9	11.1	11.0	11.0	11.0
Cents per hour	66.2	141.0	100.0	112.0	80.0	88.0	95.1
Median increase:							
Percent	11.0	11.5	11.1	11.1	11.0	11.0	11.0
Cents per hour	66.8	141.0	105.0	112.0	95.0	99.7	104.5
Mean adjustment:							
Percent	7.1	11.6	10.8	9.0	9.8	10.0	9.8
Cents per hour	46.9	130.3	115.0	91.9	95.3	99.7	98.4
Mean increase:							
Percent	9.7	12.0	11.9	10.4	11.1	11.3	11.2
Cents per hour	71.6	132.8	134.1	109.0	109.2	114.8	113.9
	Manufacturing						
All actions	100	100	100	100	100	100	100
No wage change	1	4	3	20	2	2	4
Decreases in wages	17	–	–	–	13	10	9
Increases in wages	82	96	97	80	85	88	87
In percent							
Under 4	3	8	9	12	5	5	6
4 and under 6	7	6	1	11	7	6	6
6 and under 8	2	21	10	13	7	7	8
8 and under 10	7	38	41	32	15	20	21
10 and under 12	60	15	30	–	49	45	41
12 and under 14	1	6	2	6	2	2	3
14 and under 16	(*)	1	–	3	(*)	(*)	1
16 and over	1	1	4	4	1	2	2
Number of workers (in thousands)	439	151	136	78	590	726	004
Median adjustment:							
Percent	11.0	9.1	9.0	7.2	10.6	9.9	9.8
Cents per hour	65.3	71.9	75.0	60.0	65.4	66.2	96.2
Median increase:							
Percent	11.0	9.4	9.2	8.4	11.0	10.7	10.2
Cents per hour	66.2	71.9	78.3	64.5	58.0	70.0	69.9
Mean adjustment:							
Percent	6.4	8.2	9.0	6.6	6.9	7.3	7.2
Cents per hour	35.8	60.3	73.3	55.5	44.1	49.6	50.1
Mean increase:							
Percent	10.0	8.6	9.3	8.3	9.6	9.5	9.4
Cents per hour	67.1	71.3	75.4	69.2	68.3	69.6	69.7

See footnotes at end of table.

Table 14. Continued—First-year changes in wages in 1981 settlements covering 1,000 workers or more[1]

Type and amount of wage-rate action	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
	Nonmanufacturing						
All actions	100	100	100	100	100	100	100
No wage change	1	(2)	–	10	1	(2)	2
Decreases in wages	5	(2)	1	1	1	3	2
Increases in wages	94	100	99	89	98	97	96
In percent							
Under 4	12	(2)	–	–	3	2	2
4 and under 6	–	1	2	–	1	1	1
6 and under 8	6	7	5	3	7	6	6
8 and under 10	30	15	12	15	18	16	16
10 and under 12	33	28	19	66	29	27	35
12 and under 14	5	29	37	4	24	27	23
14 and under 16	3	7	6	1	6	6	5
16 and over	3	12	12	–	10	10	8
Number of workers (in thousands)	203	737	306	332	940	1,246	1,578
Median adjustment:							
Percent	9.6	11.8	12.1	11.1	11.4	11.6	11.3
Cents per hour	66.8	141.0	105.0	115.8	135.0	133.0	117.9
Median increase:							
Percent	9.8	11.8	12.1	11.3	11.4	11.7	11.3
Cents per hour	66.8	141.0	105.0	115.8	136.0	133.0	120.9
Mean adjustment:							
Percent	8.4	12.5	11.6	9.6	11.6	11.6	11.2
Cents per hour	70.8	143.0	133.4	100.4	127.5	128.9	122.9
Mean increase:							
Percent	9.2	12.7	13.2	10.9	12.0	12.2	12.0
Cents per hour	80.3	144.9	161.2	117.4	131.6	138.6	134.4

[1] Includes unscheduled contract reopenings. Changes negotiated during the year and going into effect within 12 months from the effective date of the agreement.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 15. Annual rate of change in wages over life of contract in collective bargaining settlements covering 1,000 workers or more, 1981[1]

Type and amount of wage-rate action	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
	Private nonfarm industries						
All actions	100	100	100	100	100	100	100
No wage change	1	(2)	1	1	(2)	(2)	1
Decreases in wages	13	(2)	5	1	6	5	5
Increases in wages	86	100	94	98	94	94	94
In percent							
Under 3	6	3	1	11	4	4	5
3 and under 4	5	(2)	2	3	2	2	2
4 and under 5	1	3	6	3	2	3	3
5 and under 6	2	1	3	48	2	2	10
6 and under 7	2	4	4	5	3	3	4
7 and under 8	9	6	10	11	8	9	9
8 and under 9	5	12	10	5	9	9	9
9 and under 10	46	28	30	3	36	34	29
10 and under 11	7	8	10	4	8	8	8
11 and under 12	–	12	5	1	7	7	6
12 and over	3	16	13	4	12	12	11
Number of workers (in thousands)	642	889	442	410	1,531	1,972	2,382
Median adjustment:							
Percent	9.0	9.7	9.1	5.1	9.0	9.0	9.0
Cents per hour	56.1	110.2	86.7	54.6	77.8	86.0	72.2
Median increase:							
Percent	9.0	9.7	9.1	5.1	9.2	9.1	9.0
Cents per hour	58.5	110.2	86.7	54.6	88.3	86.7	78.1
Mean adjustment:							
Percent	6.2	9.7	8.7	5.7	8.2	8.3	7.9
Cents per hour	48.9	118.9	99.9	63.0	88.7	91.2	85.4
Mean increase:							
Percent	8.1	9.8	9.3	5.9	9.2	9.2	8.6
Cents per hour	63.9	120.1	109.6	65.9	98.4	101.0	94.7
	Manufacturing						
All actions	100	100	100	100	100	100	100
No wage change	1	1	2	2	1	1	1
Decreases in wages	17	–	–	–	12	10	9
Increases in wages	82	99	98	98	87	89	90
In percent							
Under 3	3	11	4	18	5	5	6
3 and under 4	7	2	3	12	6	5	6
4 and under 5	1	16	15	15	5	7	8
5 and under 6	2	8	6	–	4	5	4
6 and under 7	(2)	16	2	22	5	4	6
7 and under 8	2	6	17	10	3	6	8
8 and under 9	4	17	12	11	8	8	9
9 and under 10	58	16	19	1	47	42	38
10 and under 11	2	5	16	–	3	5	5
11 and under 12	–	1	3	6	(2)	1	1
12 and over	1	2	1	3	1	1	1
Number of workers (in thousands)							
Median adjustment:							
Percent	9.0	6.8	8.1	6.3	9.0	8.9	8.4
Cents per hour	53.5	52.2	58.4	45.1	53.5	53.9	53.8
Median increase:							
Percent	9.0	6.8	8.5	6.3	9.0	9.0	9.0
Cents per hour	54.7	52.2	66.0	45.1	54.7	54.7	54.7
Mean adjustment:							
Percent	5.5	6.7	7.5	5.4	5.8	6.2	6.1
Cents per hour	33.6	59.5	63.9	47.9	40.3	44.7	45.0
Mean increase:							
Percent	8.1	6.8	7.7	5.5	7.7	7.7	7.5
Cents per hour	54.8	59.9	65.1	48.6	56.3	56.1	57.1

See footnotes at end of table.

Table 15. Continued—Annual rate of change in wages over life of contract in collective bargaining settlements covering 1,000 workers or more, 1981[1]

Type and amount of wage-rate action	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
	Nonmanufacturing						
All actions	100	100	100	100	100	100	100
No wage change	1	–	–	1	(²)	(²)	(²)
Decreases in wages	4	(²)	7	1	1	2	2
Increases in wages	95	100	93	98	98	97	97
In percent							
Under 3	13	1	–	9	4	3	4
3 and under 4	–	(²)	1	1	(²)	(²)	1
4 and under 5	–	(²)	3	–	(²)	1	1
5 and under 6	1	(²)	2	59	(²)	1	13
6 and under 7	5	2	5	1	2	3	2
7 and under 8	23	8	6	11	12	10	10
8 and under 9	6	11	9	4	10	10	9
9 and under 10	22	31	34	4	29	30	24
10 and under 11	18	9	8	4	11	10	9
11 and under 12	–	14	6	(²)	11	10	8
12 and over	7	22	19	4	18	19	16
Number of workers (in thousands)							
Median adjustment:							
Percent	8.3	9.7	9.1	5.1	9.7	9.7	9.5
Cents per hour	69.0	116.7	86.7	54.6	110.2	110.2	105.0
Median increase:							
Percent	8.5	9.7	9.1	5.1	9.7	9.7	9.3
Cents per hour	69.0	116.7	102.7	54.6	110.2	110.2	110.2
Mean adjustment:							
Percent	7.7	10.3	9.2	5.8	9.8	9.6	8.8
Cents per hour	75.5	131.1	115.6	66.6	119.1	118.3	107.4
Mean increase:							
Percent	8.2	10.4	10.1	5.9	10.0	10.0	9.1
Cents per hour	81.0	132.5	130.3	70.0	121.8	123.8	112.4

[1] Includes unscheduled contract reopenings.
[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. First-year changes in wages in 1981 settlements covering 1,000 construction workers or more[1]

Type and amount of wage-rate action	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
All actions	100	100	100	100	100	100	100
No wage change	–	–	–	–	–	–	–
Decreases	–	1	–	–	1	1	1
Increases	100	99	100	100	99	99	99
In percent							
Under 5	–	(2)	–	–	(2)	(2)	(2)
5 and under 6	–	(2)	–	–	(2)	(2)	(2)
6 and under 7	–	(2)	–	–	(2)	(2)	(2)
7 and under 8	21	3	5	–	5	5	5
8 and under 9	14	14	8	32	14	13	13
9 and under 10	22	4	5	–	5	5	5
10 and under 11	–	15	2	–	14	12	11
11 and under 12	–	20	14	–	18	18	17
12 and under 13	–	5	8	58	4	5	6
13 and under 14	7	8	14	11	8	9	9
14 and under 15	–	6	8	–	6	6	6
15 and under 16	18	5	5	–	6	6	6
16 and under 17	4	3	4	–	3	3	3
17 and under 18	–	6	2	–	5	5	5
18 and over	4	10	25	–	10	13	13
Number of workers (in thousands)	28	439	118	9	467	585	594
Median adjustment:							
Percent	9.3	11.6	13.3	12.4	11.6	11.7	11.7
Cents per hour	125.0	150.0	185.0	160.0	150.0	150.0	150.0
Median increase:							
Percent	9.3	11.6	13.3	12.4	11.6	11.7	11.7
Cents per hour	125.0	150.0	185.0	160.0	150.0	150.0	150.0
Mean adjustment:							
Percent	11.4	12.9	16.4	11.4	12.9	13.6	13.5
Cents per hour	136.2	160.8	223.2	150.8	159.3	172.2	171.9
Mean increase:							
Percent	11.4	13.2	16.4	11.4	13.1	13.8	13.7
Cents per hour	71.6	132.8	134.1	109.0	109.2	114.8	113.9

[1] Changes negotiated during the year and going into effect within the first 12 months following the effective date of the agreement.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 17. Annual rate of change in wage rates over life of contract in 1981 settlements covering 1,000 workers or more

Type and amount of wage-rate action	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
All actions	100	100	100	100	100	100	100
No wage change	–	–	–	–	–	–	–
Decreases	–	1	–	–	1	1	1
Increases	100	99	100	100	99	99	99
In percent							
Under 5	–	1	–	–	1	1	1
5 and under 6	–	–	–	–	–	–	–
6 and under 7	–	1	–	–	1	1	1
7 and under 8	28	4	2	–	6	5	5
8 and under 9	10	10	17	–	10	12	12
9 and under 10	17	12	12	–	12	12	12
10 and under 11	16	12	16	32	12	13	13
11 and under 12	–	23	7	11	22	19	19
12 and under 13	–	7	8	57	6	7	7
13 and under 14	25	14	8	–	15	14	13
14 and under 15	–	4	11	–	4	5	5
15 and under 16	–	9	4	–	8	7	7
16 and over	4	2	14	–	2	4	4
Number of workers (in thousands)	28	439	118	9	467	585	594
Median adjustment:							
Percent	9.7	11.1	11.4	12.2	11.0	11.1	11.1
Cents per hour	126.7	147.5	175.0	176.7	145.5	149.0	150.0
Median increase:							
Percent	9.7	11.1	11.4	12.2	11.1	11.1	11.1
Cents per hour	126.7	148.5	175.0	176.7	145.5	149.3	150.0
Mean adjustment:							
Percent	10.3	11.1	12.3	11.7	11.1	11.3	11.3
Cents per hour	130.5	149.6	184.1	170.5	148.5	155.7	155.9
Mean increase:							
Percent	10.3	11.4	12.4	11.7	11.3	11.5	11.5
Cents per hour	130.5	152.0	184.1	170.5	150.5	157.5	157.7

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. First-year compensation changes in 1981 settlements covering 1,000 construction workers or more[1]

Annual rate of increase	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
All actions	100	100	100	100	100	100	100
No wage change	–	–	–	–	–	–	–
Decreases	–	1	–	–	1	1	1
Increases	100	99	100	100	99	99	99
In percent							
Under 5	–	(2)	–	–	(2)	(2)	(2)
5 and under 6	–	1	–	–	1	1	1
6 and under 7	–	(2)	–	–	(2)	(2)	(2)
7 and under 8	–	–	3	–	–	1	1
8 and under 9	42	1	2	–	3	3	3
9 and under 10	9	4	12	–	5	6	6
10 and under 11	16	26	11	–	25	22	22
11 and under 12	–	20	8	32	19	17	17
12 and under 13	7	13	9	68	13	12	13
13 and under 14	–	7	17	–	7	9	9
14 and under 15	–	5	6	–	5	5	5
15 and under 16	–	5	1	–	5	4	4
16 and under 17	8	–	6	–	(2)	2	2
17 and over	18	16	26	–	16	18	18
Number of workers (in thousands)	28	439	118	9	467	585	594
Median adjustment (in percent)	9.8	11.8	13.4	12.8	11.8	12.0	12.0
Median increase (in percent)	9.8	11.8	13.4	12.8	11.8	12.0	12.0
Mean adjustment (in percent)	11.6	13.2	15.8	12.3	13.1	13.7	13.6
Mean increase	11.6	13.4	15.8	12.3	13.3	13.8	13.8

[1] Changes negotiated during the year and going into effect within the first 12 months following the effective date of the agreement.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 19. Average annual rate of compensation change over life of 1981 settlements covering 1,000 construction workers or more

Annual rate of increase	Percent of workers affected during—						
	January–March	April–June	July–September	October–December	January–June	January–September	January–December
All actions	100	100	100	100	100	100	100
No wage change	–	–	–	–	–	–	–
Decreases	–	1	–	–	1	1	1
Increases	100	99	100	100	99	99	99
In percent							
Under 5	–	(¹)	–	–	(¹)	(¹)	(¹)
5 and under 6	–	–	–	–	–	–	–
6 and under 7	–	1	–	–	1	1	1
7 and under 8	–	–	1	–	–	(¹)	(¹)
8 and under 9	39	5	9	–	7	7	7
9 and under 10	17	9	15	–	9	11	10
10 and under 11	16	33	22	–	32	30	29
11 and under 12	–	13	14	100	12	13	14
12 and under 13	25	10	15	–	11	12	12
13 and under 14	–	5	10	–	5	6	6
14 and over	3	22	14	–	21	19	19
Number of workers (in thousands)	28	439	118	9	467	585	594
Median adjustment (in thousands)	9.8	11.0	11.0	11.6	10.8	11.0	11.0
Median increase (in percent)	9.8	11.0	11.0	11.8	10.8	11.0	11.0
Mean adjustment (in percent)	10.3	12.6	11.9	11.5	12.5	12.3	12.3
Mean increase (in percent)	10.3	12.8	11.9	11.5	12.6	12.5	12.5

[1] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Employment Cost Index, Fourth Quarter 1981

The Employment Cost Index (ECI), covering compensation rates for workers in the civilian nonfarm economy, increased 1.9 percent in the 3 months ended December 1981. Wages and salaries alone also rose 1.9 percent for these workers in the civilian economy, except private household, farm, and Federal government employees. The index, June 1981 = 100, stood at 104.5 for compensation rates (wages, salaries, and employer costs for employee benefits) and 104.4 for wages and salaries alone. (See tables 9-12, pp. 33 to 36 for the statistical information discussed in this article.)

For private industry workers, fourth quarter 1981 increases in both compensation and wages and salaries were below increases recorded in the same quarter a year ago. This continues a pattern that began in the second quarter 1981. The slowdown in compensation and wage increases was most evident in the manufacturing industries.

In nonmanufacturing, wage and compensation advances were only slightly lower than those of a year ago. A major exception was in transportation and public utilities, where wages increased 1.6 percent in the fourth quarter 1981 compared with 2.7 percent in the same quarter a year earlier. Wage concessions by airline workers in 1981 dampened wage advances in this industry group.

Compensation and wage rates increased 2.0 and 1.9 percent, respectively, in State and local governments—similar to those gains recorded in private industry during the quarter.

December 1980-December 1981, Private Nonfarm Workers

Compensation rates for all private nonfarm workers rose 9.8 percent during the year, equal to the increase shown in December 1980. Blue-collar workers' gains, at 9.6 percent, however, were down sharply from last year when they registered 10.1 percent. The decline was offset by increased gains among white-collar workers where compensation rose 10.1 percent compared with 9.5 percent a year ago.

Wages and salaries increased 8.8 percent for the year ended December 1981, down slightly from the 9.0 percent increase in 1980. Wage gains for particular worker groups, however, were significantly different from the previous year, declining sharply in some areas while increasing in others. Union workers, for example, recorded a 9.6-percent wage increase in 1981 compared with 10.9 percent in 1980. Part of this lower wage increase reflected a relatively light bargaining year in 1981. Additional factors were wage concessions by workers in meatpacking, airlines, and automobile industries.

Wage increases for workers groups that are highly unionized, such as those in blue-collar occupations, manufacturing industries, and transportation and public utilities, showed a similar pattern of deceleration of wage gains in 1981 compared with 1980.

Wage gains for nonunion employees, on the other hand, rose 8.5 percent in 1981, up from 8.0 percent in 1980. Similar patterns were found for white-collar occupations and industries which tend to be less unionized.

Beginning with this article, index number based on June 1981 = 100 are available for all published series in the Employment Cost Index. The full historical series, as well as the method of index computation, is available upon request.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981									1982		
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
Major bargaining settlements	X		X			X			X			
State and local government settlements					X			X				X
Employment Cost Index	X			X			X			X		
Other articles												X[1]
Index to wage and benefit changes in preceding year											X	

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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Other articles [illegible]
Index to [illegible] of preceding
year.

[1] Collective bargaining in the electrical machinery [illegible]

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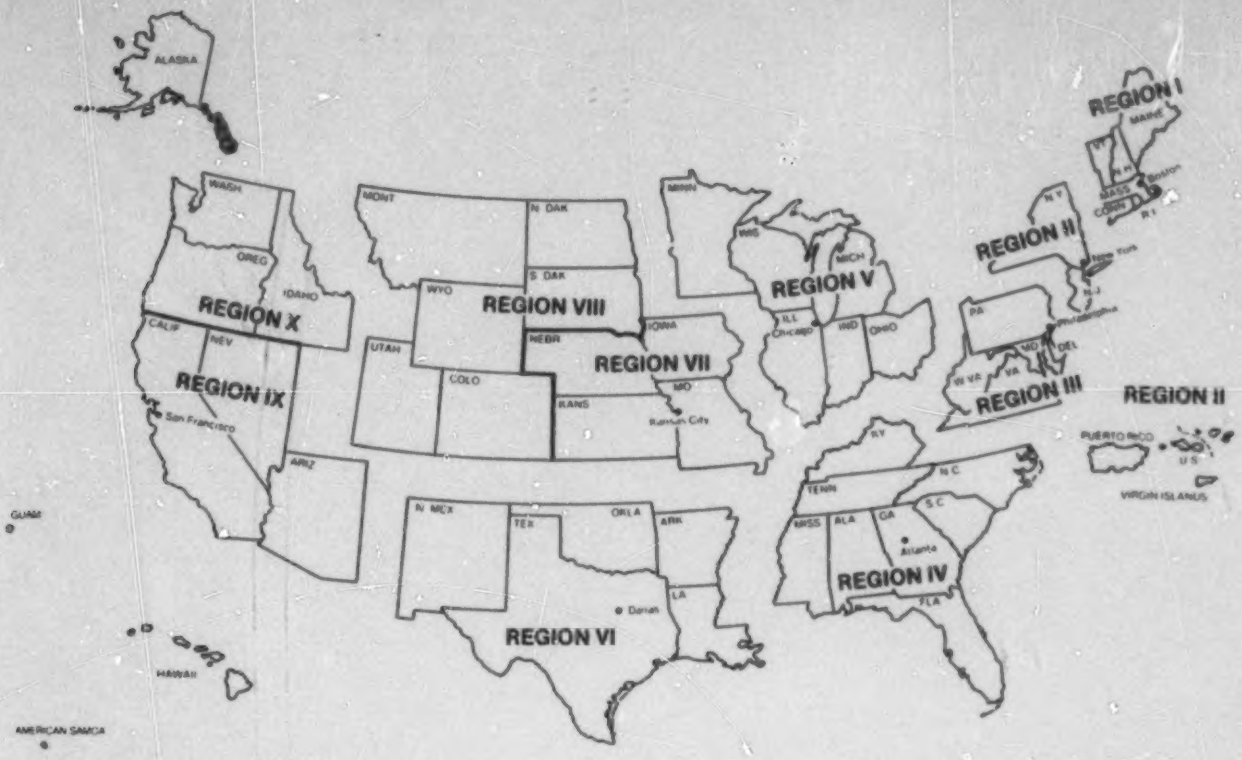

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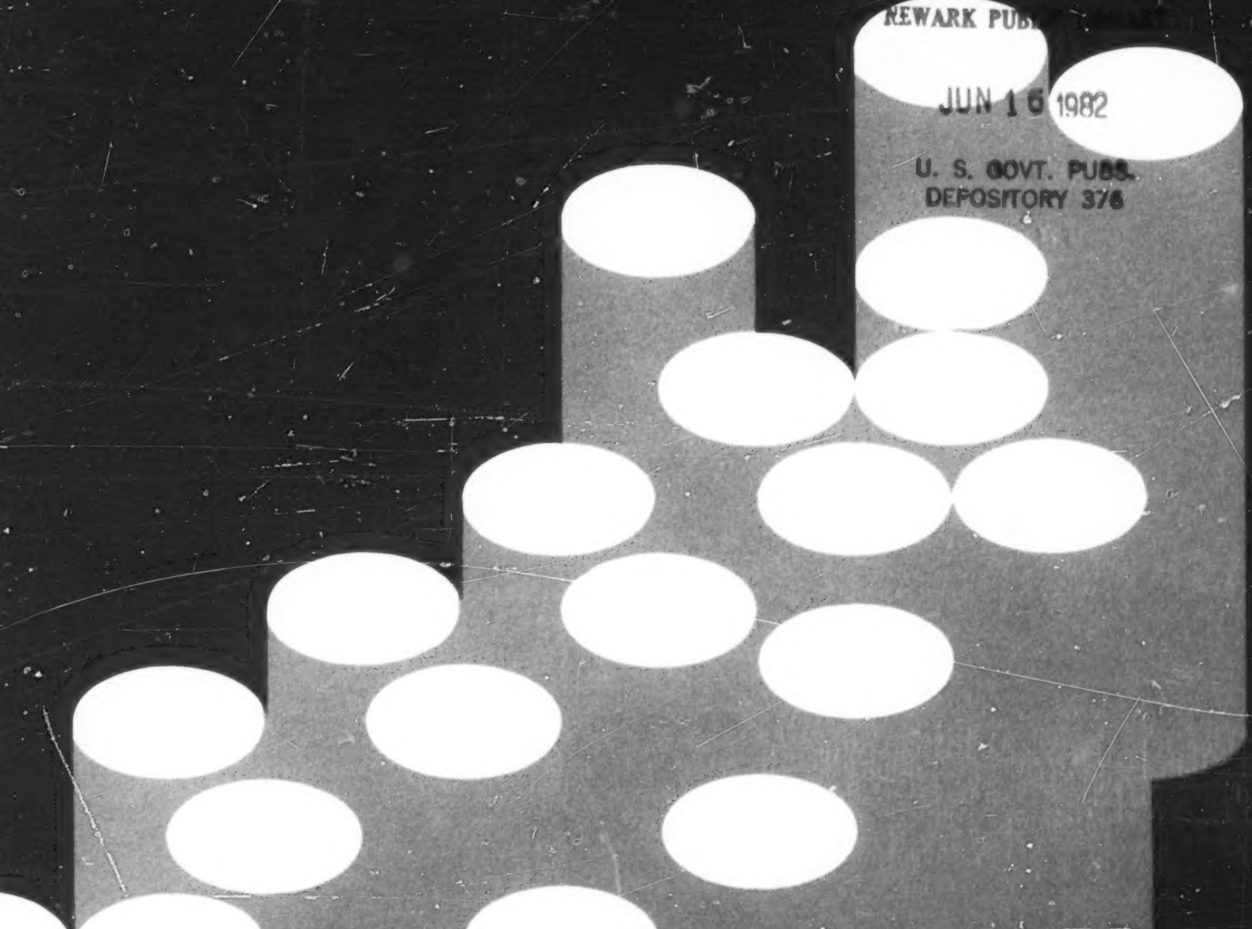
Includes Data for April 1982

U.S. Department of Labor
Bureau of Labor Statistics
May 1982



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Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1, 1985. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

May 1982 Volume 34 Number 5

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

Rubber accords. B. F. Goodrich Co. and the Rubber Workers negotiated a 3-year contract that set a pattern for settlements at Goodyear Tire & Rubber Co. and Firestone Tire & Rubber Co. The Goodrich terms also affected employees of Uniroyal, Inc., who had earlier agreed to accept the same provisions as in the pattern-setting settlement, modified to the extent necessary to reduce the cost by $18.3 million a year. (See *Current Wage Developments,* February 1982, p.1.)

The Goodrich contract did not provide for any specified wage increases but the employees will continue to receive quarterly automatic cost-of-living pay adjustments calculated at 1 cent an hour for each 0.26-point movement in the BLS-CPI-W (1967 = 100). The union said the formula would yield about $2.44 in wage increases during the contract term, assuming a 7-percent-a-year rise in the CPI.

Benefit improvements included a $1.50 increase in the pension rate, bringing it to $16.50 a month for each year of credited service, a $60-a-week increase in the sickness and accident benefit, bringing it to $185, and a 6-month increase in the 24-month period during which laid off employees retain their life and health insurance.

The parties also established a medical surveillance program to attain earlier detection of job-related health problems. The program will be financed by a company payment of 2 cents an hour.

In another area, the parties established an Early Action Committee to help avert plant closings. They also agreed that the Rubber Workers' president will have direct access to the company president to help cope with plant closings and other problems. The agreement applied to 6,700 Goodrich employees at five plants.

About 2,000 workers at the company's industrial products plant in Akron, Ohio accepted a smaller package in return for company assurance that the operation will continue for at least 3 more years. Goodrich also agreed to establish a profit-sharing plan for the employees.

The Akron employees will receive the same benefits improvements as those at the other plants but their pay was cut 27 cents an hour immediately and there will be additional 27-cent cuts in the second and third years if the facility continues to operate at a loss. They also will not receive any cost-of-living pay adjustments during the entire term, regardless of operating results. Goodrich said that the plant, which once employed 11,000 people, has been losing $1 million a month for the last 2 years.

Unlike Goodrich, the Goodyear accord did not provide for establishment of a medical surveillance program. Such a program was established at Firestone. The Goodyear settlement covered 16,000 workers at 13 locations and the Firestone settlement covered 10,500 workers at 10 plants.

Apparel accord. Shortly before the March 31 expiration date of their 18-month agreement, the Clothing Manufacturers Association and the Clothing and Textile Workers agreed to a new 38-month agreement for 70,000 workers in the men's and boys' clothing industry.

The new contract provided for a total wage increase of $1.05 an hour—25 cents an hour on October 4, 1982, 30 cents in June 1983, and 50 cents in June 1984. The automatic cost-of-living pay adjustment formula was liberalized to provide for a June 1983 adjustment of 5 cents an hour if the CPI-W rises 4.8 percent from December 1981 to December 1982, plus 1 cent for each additional 0.5-percent rise. Another 5-cent adjustment will be paid in June 1984 if the Index rises 5.4 percent from December 1982 to December 1983, plus 1 cent for each additional 0.5-percent rise.

Other terms included a 1-percent (of payroll) increase in the employer financing of pensions; establishment of paid leave for service on trial juries; and 6 hours' call-in pay (was 5).

Trucking developments. The Teamsters and the National Automobile Transporters Association agreed to a 3-year contract patterned on the National Master Freight Agreement the union negotiated earlier. (See *Current Wage Developments,* March 1982, p. 3.)

Meanwhile, the union was encountering difficulties in enforcing the general freight agreement because some of the covered companies withheld a scheduled April 1982 cost-of-living pay adjustment of 47 cents an hour in cash plus 25 cents to be applied to maintaining benefits. In general, these firms said they would not pay the money because it would put them at a competitive disadvantage with companies that had withdrawn from the major employer associations prior to the "national" settlement and were now in the process of setting separately with the union. Reportedly, Trucking Management, Inc., the largest of the associations that signed the national agreement, comprised 284 firms in 1982, compared with nearly 500 in 1979.

Some of the companies covered by the master freight contract also were pressing for further concessions in negotiating the supplemental local riders to the master contract.

The difficult economic conditions in the trucking industry were indicated by the demise of Spector-Red Ball Inc., which closed its general freight hauling operations, eliminating 6,500 jobs nationwide. The decision, which the company attributed to intensive rate discounting resulting from the "depressed economy," came despite an employee agreement to lend the company 15 percent of their pay. Spector lost $20 million in 1981.

Elsewhere, the Teamsters and the Boss Linco Lines, Inc., of Cheektowaga, N.Y., agreed to wage concessions, replacing a voluntary stock-purchase plan instituted in 1981, that had drawn only 50 percent employee participation. Company president James C. Findlay said the pay concessions had been backed by 95 percent of the workers. Boss Linco, which has terminals in 14 Northeastern States, also has been operating at a loss.

Dana, UAW settle. In the automotive parts manufacturing industry, Dana Corp. and the Auto Workers negotiated a 21-month contract that provided for labor-cost concessions somewhat different from those the union negotiated with Ford Motor Co. (See *Current Wage Developments,* March 1982, p. 1.)

The Dana agreement, like the Ford agreement, did not provide for any specified wage increases over its term, which ends in October 1984. However, Dana workers will not receive the first three quarterly cost-of-living adjustments that would normally have been effective in the first contract year, in contrast with Ford, where the effective dates of each of these adjustments was simply deferred 18 months.

In other differences, Dana workers gave up only 3 personal holidays each year, compared with 8 or 9 at Ford; and did not win "guaranteed income stream," experimental lifetime employment, and profit-sharing programs.

AT&T employee protection agreement. American Telephone & Telegraph Co. and the Communications Workers agreed on a broader job and wage protection agreement for the union's members, apparently averting a major confrontation when the communications system begins its planned divestiture of 22 local operating units. The CWA began pressing for such protection after the January 1982 divestiture announcement, which was part of the settlement of an antitrust action against AT&T by the Federal Government.

Under the worker protection agreement, the 235,000 CWA members expected to be affected by the shedding of companies will be:

- Protected against loss of employment, current pay, seniority, and changes in the conditions of their employment for 7 years after their company is divested;
- Guaranteed they will receive AT&T transfer benefits or those of the new firm, whichever is larger; and
- Protected against reductions in pensions, insurance, and other benefits for 7 years from the transfer.

CWA President Glenn Watts had pressed for broadened protections for workers because existing protections only applied to transfers within the Bell System. The CWA also represents 290,000 workers in the system who will not be affected by the divestitures.

In another development, AT&T was proceeding with plans to reduce the number of outside professional firms managing its two pension funds, despite the possibility that the funds would have to split into a number of funds when the divestitures occur.

AT&T said the process was being continued to put funds in the best possible shape for the splitup of the system and that the performance of the outside managers, who received $50 million in commissions in 1981, had generally been "just average."

The two funds—one for management employees and the other for union-represented and other employees—total $36 billion. Prior to October 1980, AT&T had maintained 33 pension funds.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Swift and Co. Various locations Food and Commercial Workers—3,700	See next column 1/82	3-year agreement ratified 1/82 provided: no wage increase through 8/84; wage reopener 8/84; COLA of 1 cent for each 0.3-point movement in the BLS-CPI due 1/82 and 7/82 will be paid in a minimum $400 lump sum 12/83; other semiannual COLA's suspended until at least 9/84 reopener; improved medical benefit; $17 (was $15) month pension benefit per year of credited service effective 9/85; see CWD July 1981.
Oscar Mayer and Co., Inc. Various locations Food and Commerical Workers—4,000	See next column 1/82	3-year agreement ratified 1/2/82 generally similar to Swift and Co. listing above; see CWD July 1981.
H.J. Heinz Co. Various locations Food and Commercial Workers—3,100	21 cents 3/1/82	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1981.
Kellogg Co. Various locations Grain Millers—2,500	9 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982
Entenmann's, Inc. Long Island, N.Y. Bakery, Confectionary and Tobacco Workers—1,230	65 cents 5/82	Deferred increase negotiated 5/80 (CWD Sept. 1980); see CWD May 1981.
Nestle' Co. Fulton, N.Y. Retail, Wholesale and Department Store—1,200	8 percent 5/82	Deferred increase negotiated 5/17/81 (CWD July 1981).
Campbell Soup Co. Camden, N.J. United Food and Commercial Workers—1,000	50 cents 3/1/82	2-year agreement negotiated 3/82 also provided: 50 cents effective 2/28/83; see CWD Mar. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Gwaltney, Inc. Smithfield, Va. Teamsters (Ind.)—1,400	55 cents 1/82	3-year agreement negotiated 1/82 also provided: 20 cents 1/83 and 25 cents 1/84; $10,000 (was $6,000) life insurance; $7 (was $6) month pension per year of credited service; see CWD Jan. 1981.
Planters Peanuts, Div. of Standard Brands, Inc. Suffolk, Va. Distributive Workers—1,000	9.7 percent 5/1/82	Deferred increase negotiated 5/80 (CWD May 1981).
National Distillers Products Corp. Frankfort and Louisville, Ky.; and Cincinnati, Ohio Distillery Workers—1,500	8 percent 5/82	Deferred increase negotiated 5/81 (CWD Aug. 1981).
Chicago Midwest Meat Assn. Chicago, Ill. Food and Commercial Workers—3,570	10 cents 1/1/82	Automatic semiannual cost-of-living adjustment; see CWD July 1981.
Chicago Meat Packers' Wholesale Assn. and independent cos. (drivers) Chicago, Ill. Teamsters (Ind.)—1,200	50 cents 3/82	Deferred increase negotiated 5/80 (CWD Nov. 1980); see CWD Dec. 1981.
A.E. Staley Mfg. Co. Decatur, Ill. Allied Industrial Workers —1,600	13 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/82; see CWD Nov. 1981.
Kellogg Co. Battle Creek, Mich. Grain Millers	9 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Quaker Oats Co. Cedar Rapids, Iowa Retail, Wholesale and Department Store Workers —1,050	5 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981
Fluid milk and ice cream companies San Joaquin and Sacramento valleys, Calif. Teamsters (Ind.)—1,350	20 cents 5/1/82	Guaranteed cost-of-living adjustment; see CWD Jan. 1982.
Wholesale bread and cake bakeries Calif., Oreg., and Wash. Bakery, Confectionery and Tobacco Workers —1,650	8 percent 5/82	Deferred increase negotiated 5/18/81 (CWD Sept. 1981).
Dairy Industry Industrial Relations Assn. Southern California Teamsters (Ind.)—8,000	25 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Pacific Coast Meat Assn. San Francisco Bay Area, Calif. Food and Commercial Workers—1,500	29 cents 1/82	Automatic semiannual cost-of-living adjustment; see CWD July 1981.
Winery Employers Association Fresno and Modesto, Calif. Distillery Workers—2,000	3 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Dairy Employers Labor Council Washington Teamsters (Ind.)—1,500	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Nov. 1981.
Sugar Plantation Cos. of Hawaii Hawaii Longshoremen—7,000	See next column 2/1/82	1-year agreement replacing the original extension agreement due to expire 1/31/83 provided: 5 percent increase effective both 2/1/82 and 7/1/82 (previously would have received the total 10 percent 2/1/82); if sugar prices reach 28 cents or more per pound for a 30-day period during the life of the agreement, each employee will receive a retroactive lump sum payment equal to the total amount denied them by deferral of the 5 percent increase to 7/1/82 (average $365 per workers); see CWD May 1981.
Pineapple Cos. of Hawaii Hawaii Longshoremen—4,450	3 percent 2/1/82	1-year agreement negotiated 2/82 also provided: 2 percent increase on 7/1/82; vacations involving intermittents and non-regular—when not offered work on a scheduled workday due to as "rain-out" permitted to take a day of vacation and such time credited toward the 1,400-hour annual work requirment; medical plan for employees amended to provide that upon death, dependents may elect to remain in plan up to 6 months by paying the monthly premiums; $900 (was $600) maximum dental benefit; see CWD Feb. 1981.
TOBACCO MANUFACTURES		
American Tobacco Co. Richmond, Va., Durham and Reidsville, N.C. Bakery, Confectionery and Tobacco Workers—3,200	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Dec. 1981.
Brown and Williamson Tobacco Corp. Petersburg, Va. and Winston-Salem, N.C. Bakery, Confectionery and Tobacco Workers—2,150	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Dec. 1981.
Phillip Morris, U.S.A. Richmond, Va. and Louisville, Ky. Bakery, Confectionery and Tobacco Workers—8,500	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Dec. 1981.
Lorillard, Div. of Loews Theatres, Inc. Greensboro, N.C. Bakery, Confectionery and Tobacco Workers—2,200	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TOBACCO MANUFACTURES—Continued		
Brown and Williamson Tobacco Corp. Lousiville, Ky. Bakery, Confectionery and Tobacco Workers—1,700	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Dec. 1981.
Lorillard, Div. of Loews Theatres, Inc. Louisville, Ky. Bakery, Confectionery and Tobacco Workers—1,250	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Dec. 1981.
TEXTILE MILL PRODUCTS		
Munsingwear, Inc. Minneapolis, Montgomery, Little Falls, Minn.; Ashland, Wis.; and Ironwood, Mich. Clothing and Textile Workers—1,100	9 percent 5/23/82	Deferred increase negotiated 5/81 (CWD Aug. 1982); see CWD Dec. 1982.
LUMBER AND WOOD PRODUCTS		
Lumber and Mill Employers Assn. San Francisco, San Mateo, San Bernardino, and Santa Clara counties, Calif. Carpenters and Joiners —1,350	$1.40 5/1/82	Deferred increase negotiated 8/81 (CWD Nov. 1981); see CWD May 1979.
FURNITURE AND FIXTURES		
Store Fixture and Architectural Woodwork Institute of Los Angeles and Orange Counties Los Angeles and Orange counties, Calif. Carpenters and Joiners —1,600	60 cents 5/1/82	Deferred increase negotiated 5/80 (CWD Dec. 1980); see CWD Feb. 1982.
PAPER AND ALLIED PRODUCTS		
Boise Cascade Co. International Falls, Minn. Paperworkers—950	82 cents 5/1/82	Deferred increase negotiated 4/28/81 (CWD 1981); see CWD Aug. 1980.
Proctor and Gamble-Paper Products Co. Green Bay, Wis. Paperworkers—1,500	9 percent 5/1/82	Deferred increase negotiated 5/80 (CWD May 1981).
PRINTING AND PUBLISHING		
Publishers Assn. of New York City (printers) New York, N. Y. Typographical Workers—2,500	0.5 percent 3/1/82	Automatic quarterly cost-of-living adjustment; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRINTING AND PUBLISHING—Continued		
New York Times New York, N.Y. Newspaper Guild—2,100	3 percent 3/1/82	Automatic annual cost-of-living adjustment; see CWD Jan 1980.
Edition Bookbinders of of New York, Inc. New York, N.Y. Graphic Arts—1,200	3 percent 3/29/82	3-year agreement negotiated 3/13/82 also provided: 2 percent in 9/82, 4 percent in 3/83, 4 percent in 9/83, 3.5 percent in 3/84, and 4 percent in 9/84; $10.75 week to pension fund (was $9.75) effective 9/29/82, increasing to $11.75 on 6/29/84; $17 week to health fund ($14.50), increasing to $18.25 on 9/29/82, $19.50 on 6/29/83 and to $20.75 on 6/29/84; see CWD Apr. 1981.
Graphic Arts Assn. of Delaware Valley Philadelphia, Pa. Graphic Arts—1,400	9 percent 5/1/82	Deferred increase negotiated 5/16/81 (CWD Oct. 1981); see CWD Aug. 1980.
CHEMICALS AND ALLIED PRODUCTS		
Merck & Co., Inc. New Jersey & Pennsylvania Oil, Chemical and Atomic Workers—3,000	6 cents 2/82	Automatic quarterly cost-of-living adjustment; previously received cost-of-living adjustments of 20 cents in 8/81 and 25 cents in 11/81; see CWD Oct. 1981.
Avtex Fibers, Inc. Various locations Clothing and Textile Workers—3,200	5 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Miles Laboratories, Inc. Elkart, Ind. Steelworkers—900	15 cents 4/1/82	Automatic quarterly cost-of-living adjustment—maximum allowed by contract; 8 percent deferred increase received 3/15/82 under contract negotiated 3/80 (CWD June 1980); see CWD May 1981.
Dow Chemical Co. Midland, Mich. Steelworkers—4,450	5 percent 2/15/82	Deferred increase negotiated 2/81 (CWD Mar. 1981); previously received 4 cents automatic adjustment on 2/1/82.
PETROLEUM AND COAL PRODUCTS		
Gulf Oil Corp. Port Arthur, Tex. Oil, Chemical, and Atomic Workers—2,500	9 percent 1/8/82	2-year agreement negotiated 1/82 also provided: 90 cents hour wage increase effective 1/8/83, $138 month company obligation for health care insurance premium for family coverage (was $120.50), increasing to $151.50 in second year and $53 per month for individual coverage in first year (was $47), increasing to $57 in second year; $20,000 life insurance (was $10,000); $50,000 accidental death and dismemberment coverage for job-related injuries (was $25,000); 10 years of credited service required for survivors' benefits (was 15); voluntary employee savers retirement account established—company matches workers' maximum contribution of one percent of earnings; see "Wage Hightlights" in Feb. 1982 issue for additional information; see CWD Apr. 1979 for latest listing.
American Oil Co. Various locations Oil, Chemical, and Atomic Workers—3,500	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; no recent listing.
Atlantic Richfield Co. and Arco Pipe Line Co. Various locations Oil, Chemical, and Atomic Workers—3,200	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PETROLEUM AND COAL PRODUCTS—Continued		
Exxon Co., Bayway Refinery Linden, N. J. Teamsters (Ind.)—1,000	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp.—OCAW settlement listed above; first listing.
Sun Oil Co. of Pa. Marcus Hook, Pa. Oil, Chemical, and Atomic Workers—1,100	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; first listing.
Shell Oil Co. Houston, Tex. Oil, Chemical, and Atomic Workers—2,000	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979.
Standard Oil Co., Amoco Texas Refining Co. (formerly listed as Amoco Oil Co.) Texas City, Tex. Oil, Chemical, and Atomic Workers—1,350	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979.
Mobil Oil Corp. Beaumont, Tex. Oil, Chemical, and Atomic Workers—1,200	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979
Standard Oil Co. of Indiana Whiting, Ind. Oil, Chemical, and Atomic Workers—1,200	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; first listing.
Shell Oil Co., Wood River Refinery Wood River, Ill. Various unions—1,200	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp.—OCAW settlement; first listing.
Union Oil Co. of California Oil, Chemical, and Atomic Workers—2,000	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979.
Atlantic Richfield Co. Long Beach Calif. Oil, Chemical, and Atomic Workers—1,100	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979.
Standard Oil Co. of California, Chevron U.S.A. Div. Oil, Chemical, and Atomic Workers—1,200	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; first listing.
Shell Oil Co. Martinez, Calif. Oil, Chemical, and Atomic Workers—1,200	See next column	2-year agreement negotiated 1/82 similar to Gulf Oil Corp. settlement listed above; see CWD Apr. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Uniroyal, Inc. Various locations Rubber Workers—4,500	21 cents 1/4/82	Increase includes 5 cents advance cost-of-living increase and 16 cents automatic quarterly cost-of-living adjustment; see below.
Uniroyal, Inc. Various locations Rubber Workers—4,500	See next column 1/82	Agreement ratified 1/82 and scheduled to run until 4/20/85 also provided: continuation of the suspension of the 69 cents COLA allowance that was negotiated in 1980 for the duration of the 1/82 agreement; employees to receive same terms as in union's settlement with the company designated as pattern setter in 1982 bargaining with rubber industry except for "carve out" concessions totaling $10 million year from general wage increases and fringe benefit improvements; see "Wage Highlights" in CWD Feb. 1982 for details.
Goodyear Tire & Rubber Co. Various locations Rubber Workers—22,000	9 cents 4/5/82	Increase includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Firestone Tire & Rubber Co. Various locations Rubber Workers—16,000	9 cents 4/5/82	Increase includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Armstrong Rubber Co. Various locations Rubber Workers—3,000	11 cents 3/82	Increase includes 5 cents advance cost-of-living increase and 6 cents automatic quarterly cost-of-living adjustment; see CWD Mar. 1981.
B.F. Goodrich Co. Various locations Rubber Workers—9,600	9 cents 4/5/82	Increase includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; previously received 21 cents (includes 5 cents advance cost-of-living increase) 1/82; see CWD Nov. 1981.
Owens-Illinois, Inc. Various locations Glass Bottle Blowers —1,300	46 cents 5/82	Deferred increase negotiated 5/80 (CWD Nov. 1980); see CWD Jan. 1982.
General Tire & Rubber Co. Akron, Ohio and Waco, Tex. Rubber Workers—2,500	9 cents 4/5/82	Increases includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; previously received 21 cents (includes 5 cents advance cost-of-living increase) 1/82; see CWD Nov. 1981.
Dunlop Tire and Rubber Co. Buffalo, N.Y. Rubber Workers—1,000	9 cents 4/5/82	Increase includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; previously received 21 cents (includes 5 cents advance cost-of-living increase) 1/82; see CWD Nov. 1981.
Kelly-Springfield Tire Co. Cumberland, Md. Rubber Workers—2,000	9 cents 4/5/82	Increase includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; previously received 21 cents (includes 5 cents advance cost-of-living increase) 1/82; see CWD Nov. 1981.
Gates Rubber Co. Denver, Colo. Rubber Workers—2,650	9 cents 2/22/82	Increase includes 5 cents advance cost-of-living increase and 4 cents automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
LEATHER AND LEATHER PRODUCTS		
Shoe companies in New Hampshire and Maine New England Clothing and Textile Workers—2,000	30 cents 5/1/82	Deferred increase negotiated 5/1/81 (CWD June 1981); see CWD June 1980.

Continued—Selected wage and benefit changes

STONE, CLAY, AND GLASS PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Martin Marietta Corp. Various locations Cement Workers—1,100	55 cents 5/1/82	Deferred increase negotiated 5/81 (CWD Oct. 1981); see CWD Dec. 1981.
Marquette Cement Manufacturing Co. Various locations Cement Workers—1,050	55 cents 5/1/82	Deferred increase negotiated 5/81 (CWD Nov. 1981); see CWD Dec. 1981.
Ideal Cement Corp., Div. of Ideal Basic Industries, Inc. Various locations Cement Workers—1,300	55 cents 5/1/82	Deferred increase negotiated 5/81 (CWD Oct. 1981); see CWD Dec. 1981.
General Portland, Inc. Various locations Cement Workers—1,100	55 cents 5/1/82	Deferred increase negotiated 4/81 (CWD Oct. 1981); see CWD Dec. 1981.
Lone Star Industries, Inc. Various locations Cement Workers—1,300	55 cents 5/1/82	Deferred increase negotiated 4/81 (CWD Oct. 1981); see CWD Dec. 1981.
Universal Atlas Cement Co. Various locations Cement Workers—1,500	55 cents 5/1/82	Deferred increase negotiated 4/81 (CWD Oct. 1981); see CWD Dec. 1981.
Wheaton Industries Millville, N.J. Glass Bottle Blowers	55 cents 5/82	Deferred increase negotiated 5/80 (CWD June 1980); see CWD May 1981.
Owens-Corning Fiberglas Aiken, S.C. Teamsters (Ind.)—1,550	8 percent 5/82	Deferred increase negotiated 5/80 (CWD June 1980); see CWD May 1981.
Southern California-Arizona cement companies Various locations Cement Workers	55 cents 5/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD Dec. 1981.
National refractories agreement Various locations Aluminum, Brick and Clay Workers—1,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment.
Owens-Corning Fiberglas Co. Kansas City, Kans. Trades Council—1,100	2 cents 4/16/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.

PRIMARY METAL INDUSTRIES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—80,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Republic Steel Corp. Various locations Steelworkers—5,400	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Armco, Inc. Various locations Steelworkers—13,400	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Jones & Laughlin Steel Corp. Various locations Steelworkers—19,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Bethlehem Steel Corp. Various locations Steelworkers—50,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Allegheny International Inc., Allegheny Ludlum Industries, Inc. Conn., N.Y., and Pa. Steelworkers—7,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Crucible, Inc. N.Y. and Pa. Steelworkers—5,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Shenango Furnace Co., Shenango, Inc. subsidiary Buffalo, N.Y. and Sharpsville and Neville Island, Pa. Steelworkers—1,600	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Revere Copper Products, Inc. (was Revere Copper and Brass, Inc.) Rome, N.Y. Mechanics Educational Society—1,000	25 cents 5/1/82	Increase consists of 15 cents deferred general wage increase plus 10 cents guaranteed minimum cost-of-living adjustment—previously received 10 cents minimum quarterly cost-of-living adjustment effective 2/1/82; see CWD Nov. 1981.
Sharon Steel Corp. Sharon and Farrel, Pa.; Warren, Ohio; and Dearborn, Mich. Steelworkers—3,600	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
White Consolidated Industries, Inc., Blaw-Knox Co., Blaw-Knox Foundry & Mill Machinery, Inc. Aetna-Standard Engineering Co. Pa., W. Va., and Ind. Steelworkers—4,000	8 cents 1/1/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents adjustment effective 10/1/81, 9 cents 7/1/81, and 13 cents 4/1/81; see CWD Nov. 1980.
Al Tech Specialty Steel Corp. an affiliate of CATX Corp. Watervliet and Dunkirk, N.Y. Steelworkers—2,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Phoenix Steel Corp. Phoenixville, Pa.; and Claymont, Del. Steelworkers—1,400	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Jessop Steel Co., a subsidiary of Athlone Industries, Inc. Washington, Pa., and Owensboro, Ky. Steelworkers—1,350	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Cyclops Corp., Universal Cyclops Specialty Steel Div. Bridgeville, Pittsburgh, Aliquippa, and Titusville, Pa. Steelworkers—1,600	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Lukens Steel Co. Coatesville, Pa. Steelworkers—2,400	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
The Babcock and Wilcox Co., Tubular Products Div. Beaver Falls, Pa. Steelworkers—4,100	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Latrobe Steel Co. Latrobe, Pa. Steelworkers—1,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1980.
Midland-Ross Corp., National Castings Div. Sharon, Pa. Steelworkers—1,050	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents adjustment 11/1/81, 14 cents 5/1/81, 23 cents 2/1/81 and 13 cents 11/1/80 under terms of agreement negotiated 11/80 and 20 cents effective both 11/1/81 and 11/1/82; see CWD Feb. 1980 for latest listing.
Wheeling Pittsburgh Steel Corp. Monessen and Allenport, Pa.; Wheeling, W. Va., and Steubenville, Ohio Steelworkers—12,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Weirton Steel, a division of National Steel Corp. Weirton, W. Va.; and Steubenville, Ohio Independent Steelworkers Union—11,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Valley Mould and Iron Co. a division of Microdot, Inc. Cleveland, and Hubbard Ohio and Chicago, Ill. Steelworkers—1,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Youngstown Sheet and Tube Co. operations of Jones & Laughlin Steel Corp. Youngstown, Ohio area and East Chicago, Ind. Steelworkers—11,400	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Copperweld Steel Co. Warren, Ohio Steelworkers—2,150	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Armco, Inc. Middletown, New Miami, and Hamilton, Ohio Armco Employees Independent Federation, Inc.—6,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Cyclops Corp. Detroit Steel Corp. subsidiary, Empire-Detroit Steel Div. Mansfield, Ohio Steelworkers—1,100	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Cabot Corp. Kokomo, Ind. Steelworkers—1,050	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Inland Steel Co., Indiana Harbor Works East Chicago, Ind. Steelworkers—20,600	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
National Steel Corp. Midwest Steel Div. Portage, Ind. Steelworkers—1,300	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Penn-Dixie Steel Corp. Kokomo, Ind. Steelworkers—1,300	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents adjustment effective 11/1/81, 21 cents 8/1/81, 22 cents 5/1/81, 22 cents 2/1/81, and 14 cents 11/1/80; see CWD Feb. 1980.
Interlake, Inc. Chicago, (Riverdale), Ill. Steelworkers—1,800	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
The Chicago Foundrymen's Assn. and independent companies Chicago, Ill., area Molders—2,000	20 cents 3/1/82	Automatic cost-of-living adjustment under clause providing adjustments at irregular intervals; see CWD Aug. 1981.
Northwestern Steel and Wire Co. Sterling and Rock Falls, Ill. Steelworkers—4,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Laclede Steel Co. Alton, Ill. Steelworkers—2,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Keystone Consolidated Industries, Inc., Steel and Wire Group, Keystone Steel and Wire Div. Bartonville (Peoria), Ill. Independent Steel Workers Alliance—1,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents on 11/1/81, 21 cents 8/1/81, 22 cents 5/1/81, and 22 cents 2/1/81; see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
National Steel Corp. Granite City Steel Div. Granite City, Ill. Steelworkers—2,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
National Steel Corp. Great Lakes Steel Div. Ecorse and River Rouge, Mich. Steelworkers—9,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Neenah Foundry Co. Neenah, Wis. Molders—1,100	42 cents 1/3/82	Increase consists of 10 cents deferred increase negotiated 12/80 (CWD Mar. 1981) and 32 cents automatic semiannual cost-of-living adjustment.
CF & I Steel Corp. Pueblo, Canon City and Salida, Colo. and Sunrise, Wyo. Steelworkers—5,000	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Kaiser Steel Corp. Fontana, Calif. Steelworkers—5,500	7 cents 2/1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
FABRICATED METAL PRODUCTS		
American Can Co., Continental Group, Inc., National Can Corp., and Crown Cork & Seal Co. Various locations Steelworkers—20,000	6 cents 2/15/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
American Can Co., Continental Group, Inc. Various locations Machinists—3,700	6 cents 2/15/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
True Temper Corp. N.Y., Ohio, W. Va., and Miss. Steelworkers—1,300	6 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 10 cents on 1/1/82; correction: 10/1/81 cost-of-living adjustment was 18 cents rather than 13 cents as previously reported—also, determination of cost-of-living adjustments is based on changes in the CPI-W rather than the CPI-U; see CWD Nov. 1981.
Martin Marietta Corp., Aerospace Div. Baltimore, Md.; Orlando, Fla.; and Denver, Colo. Automobile Workers—3,250	12 cents 2/14/82	Automatic quarterly cost-of-living adjustment see below.
Martin Marietta Corp., Aerospace Div. Baltimore, Md.; Orlando, Fla. and Denver, Colo. Automobile Workers—3,250	8 percent 11/9/81	3-year agreement ratified 11/81 also provided: 3 percent wage increases both 11/8/82 and 11/7/83; $2.15 cost-of-living allowance incorporated into base rates and clause continued without diversions (see above), 1 cent for each 0.3-point increase in BLS-CPI (1967=100); 30 and 40 cents 2d and 3d shift differentials (were 25 and 30 cents); 38 (was 37) paid holidays over term of contract, Friday July 1, 1983; 1/1/82 $14 (was $12) month pension for each year of credited service, $15 1/1/83 and $16 1/1/84, $375 month (was $325) supplement for early retirement between age 60 and 62 with 20 years' credited service; 3.5 percent to 25 percent increase-current retirees pension; $13,000, $14,000, and $16,000 (was $12,000) life insurance; $20 week increase in sickness and accident benefits (was

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
		$120, $130 or $140), $10 week increase 2d year: orthodontic care established and other dental benefits improved; vision care plan established 1/1/83; alcohol and drug abuse plan established paying up to 45 days hospitalization and up to 50 percent of outpatient benefits; 7 cents (was 6 cents) company contribution to Layoff Benefit and Security Program (replaced SUB plan), no change in benefits; tuition refund program established; see CWD Sept. 1981.
Atlas Crankshaft Corp. Fostoria, Ohio Automobile Workers—1,250	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents adjustment 12/1/81; see below.
Atlas Crankshaft Corp. Fostoria, Ohio Automobile Workers—1,250	7 percent 10/28/81	3-year agreement ratified 11/1/81 also provided: 6 percent both 10/28/82 and 10/28/83; $1.94 cost-of-living allowance incorporated into base rates and cost-of-living clause continued—1 cent for each 0.4-point increase in BLS-CPI (1967=100); additional 30 cents-skilled trades; 1 additional paid personal day (was 1), total 3 days 2d and 3d years; $16.50 month (was $15) pension for each year of credited service, $18 2d year $19 3d year, disability pension after 15 years, retirees' pensions increased 50 cents each contract year per year of credited service; $15,000 (was $11,000) life insurance, $17,000 2d year and $20,000 3d year, $180 week (was $135) sickness and accident benefit, $190 2d year and $200 3d year; improved hospital-surgical benefits; $50,000 (was $40,000) major medical benefits, $60,000 2d year and $70,000 3d year; optical care program established; improved dental plan; improved funeral leave; first listing.
Bendix Corp., Kansas City Div. Kansas City, Mo. Machinists—3,600	6 cents 4/5/82	Automatic cost-of-living adjustment under 3-year agreement negotiated 10/4/81 which also provided: 26 cents on 10/5/81, 32 cents on 10/11/82 and 33 cents on 10/10/83; $1.68 of $1.73 cost-of-living allowance incorporated into base rates and COLA clause continued—quarterly reviews, 1 cent for each 0.4-point increase in BLS-CPI (1967=100); previously received 22 cent cost-of-living adjustment on 1/4/82; 25 cents 3d shift differential (was 15 cents); 1 day vacation after 3 months' service and 3 days after 6 months established, 2 weeks' vacation with 80 hours pay after 3 years' service (was 1 week with 60 hours pay); $12.25 (was $11.25) month pension for each year of credited service, increasing to $13.25 in 2d year and to $14.25 in 3d year; $1 month increase in present retirees pension for each year of service, $500-retirees life insurance, established major medical program for present and future retirees; $16,000 (was $15,000) life and AD&D insurance, $160 week (was $140) sickness and accident benefit, 1/1/82 $175,000 (was $100,000) major medical benefit; $300 (was $200) lab and x-ray benefit, clinical psychology benefit established 1/1/82; employee savings plan established 3/1/82, 1 cent per hour per year of service, matched by company with no upper limit; see CWD July 1981.
MACHINERY, EXCEPT ELECTRICAL		
Dresser Industries, Dresser-Clark Div. Olean, N.Y. Steelworkers—1,200	8 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Morse Chain Co. Ithaca, N.Y. Machinists—1,050	5 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Buffalo Forge Co. Buffalo, Cheektowaga, and Tonawanda, N.Y. Steelworkers—850	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Ingersoll-Rand Co. Phillipsburg, N.J. Steelworkers—1,850	1 cent 4/19/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Cooper Energy Services, Inc. Grove City, Pa. Steelworkers—1,200	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Joy Manufacturing Co. Franklin, Pa. Machinists—1,600	7 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1980.
Koppers Co. Inc., Metal Products Div. Baltimore, Md. Machinists—1,600	21 cents 4/1/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1981.
Hughes Tool Co., Oil Tool Div. Houston, Tex. Steelworkers—2,850	8 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Tecumseh Products Co., Marion Div. Marion, Ohio Automobile Workers—1,700	6 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 20 cents deferred increase effective 5/16/82 under 6/80 settlement; see CWD Apr. 1982.
FMC Corp., Bearing and Chain Div. Indianapolis, Ind. Steelworkers—2,000	8 cents 4/5/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Cummins Engine Co., Inc. Columbus, Ind. Diesel Workers' Union (Ind.)—7,000	6 percent 5/3/82	Deferred increase negotiated 5/3/81; see CWD May 1980.
Sundstrand Corp. Rockford, Ill. Automobile Workers—1,300	3 percent 5/1/82	Deferred increase negotiated 2/80; previously received 5 cents automatic quarterly cost-of-living adjustment on 4/1/82; see CWD Feb. 1982.
Gardner-Denver Co. Quincy, Ill. Machinists—1,100	3 percent 5/1/82	Deferred increase negotiated 5/1/80 (CWD Sept. 1980); see CWD Mar. 1982.
Caterpillar Tractor Co. Joliet, Ill. Machinists—3,700	8 cents 4/16/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Tecumseh Products Co. Tecumseh, Mich. United Products Workers—1,750	6 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 14.7 cents deferred wage increased 5/16/82 that was negotiated 9/80; see CWD Jan. 1981.
Clark Equipment Co., Industrial Truck Div. Battle Creek, Mich. Allied Industrial Workers—2,100	37 cents 5/1/82	Deferred increase negotiated 5/80; previously received 7 cents automatic quarterly cost-of-living adjustment on 4/1/82; see CWD Mar. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Rexnord Inc., West Milwaukee Operations Milwaukee, Wis. Steelworkers—1,500	8 cents 4/1/82	Automatic quarterly cost-of-living adjustment; no recent listing.
Rexnord Inc., Nordberg Machinery Group Milwaukee, Wis. Steelworkers—900	8 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see below.
Rexnord, Inc.(Nordberg Machinery Group) Milwaukee, Wis. Steelworkers—900	3 percent 5/1/82	Deferred increase negotiated 5/81; see CWD Apr. 1982.
Tecumseh Products Co., Lauson Engine Div. New Holstein, Wis. Machinists—2,000	6 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
White Motor Corp. (White Farm Equip.) Charles City, Iowa Automobile Workers—1,400	2.6 percent 5/2/82	Deferred increase negotiated 5/1/81; see CWD Apr. 1982.
FMC Corp., Cable Crane and Excavator Div. Cedar Rapids, Iowa Automobile Workers—800	9 cents 4/5/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Sperry Rand Corp., Sperry-Vickers Div. Joplin, Mo. Electrical Workers (IBEW) —1,750	6 cents 4/1/81	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
Washington Metal Trades Inc. Seattle, Wash. Various unions—5,000	8 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1980.
Caterpillar Tractor Co. San Leandro, Calif. Machinists—1,400	3 percent 5/1/82	Deferred increase negotiated 5/80; previously received 7 cents automatic quarterly cost-of-living adjustment on 4/1/82; see CWD Apr. 1982.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Westinghouse Electric Corp. Various locations Electrical Workers (IBEW, IUE, and UE-I), and Federation of Westinghouse Independent Salaried Unions —48,500	26 cents 1/82	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1981.
General Motors Corp. N.Y., N.J. and Ohio Electrical Workers (IUE) —25,000	10 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Rockwell International Corp., Collins Divisions Various locations Electrical Workers (IBEW and IUE) and Machinists—8,900	5 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 11 cents adjustment in 1/82 and 12 cents in 10/81; no recent listing.
GTE Sylvania Inc. Mass., N.Y., Pa., N.C., Ohio, and Ky. Machinists, Steelworkers, Automobile Workers, and Teamsters (Ind.)—9,000	12 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1981.
White Consolidated Industries, Inc., White-Westinghouse Div. Metuchen, N.J.; Miami-Ft. Lauderdale, Fla.; and Columbus, Mansfield and Newark, Ohio Electrical Workers (IBEW) —4,500	17 cents 5/24/82	Deferred increase negotiated 5/80 (CWD July 1980); previously received 19 cents semiannual cost-of-living adjustment on 3/15/82; see CWD Nov. 1981.
Champion Spark Plug Co. Toledo and Cambridge, Ohio; Hellertown, Pa.; Detroit, Mich. and Burlington, Iowa Automobile Workers—4,300	10 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Eltra Corp. Prestolite Div., an affiliate of Allied Chemical Corp. National Automobile Workers—3,600	6 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Leviton Manufacturing Co., Inc. Hillsgrove, R.I. Electrical Workers (IBEW) —1,650	8 percent 5/5/82	Deferred increase negotiated 5/80; no recent listing.
Crouse-Hinds, a subsidiary of Cooper Industries Inc. Syracuse, N.Y. Electrical Workers (IBEW) —2,000	8 cents 1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Bendix Corp., Electrical Components Div. Sidney, N.Y. Machinists—2,400	9 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
The Singer Co. Elizabeth, N.J. Electrical Workers (IUE) —850	5 percent 5/10/82	Deferred increase negotiated 5/81; see CWD May 1980.
Stackpole Carbon Co. Saint Marys and Kane, Pa. Electrical Workers (IUE)—1,000	80 cents 10/12/81	3-year agreement negotiated 10/12/81 also provided: 70 cents on 10/12/82 and 80 cents on 10/12/83; 75 cents hour-skilled trades; 6 weeks' vacation after 30 years established 6/1/82; $9 (was $8) month pension for each year's credited service, $10 month 10/82 and $11 in 10/83; $11,500 (was $10,500) life and

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
		AD&D insurance, $12,500 in 10/82 and $13,500 in 10/83; $135 week (was $105) sickness and accident benefit; $100,000 (was $30,000) maximum major medical benefit; see CWD July 1981.
McGraw-Edison Co., Power Systems Group Canonsburg, Pa. Steelworkers—2,000	9 cents 2/82	Automatic semiannual cost-of-living adjustment; see CWD Aug. 1981.
Sanyo Mfg. Corp. Forest City, Ark. Electrical Workers (IUE) —1,800	18 cents 4/1/82	Automatic semiannual cost-of-living adjustment; previously received 25 cents adjustment in 10/81, 22 cents in 3/81, 32 cents in 9/80, and 21 cents in 3/80; no recent listing.
Whirlpool Corp. Ft. Smith, Ark. Allied Industrial Workers—2,550	6 cents 3/82	Automatic cost-of-living adjustment; see CWD Mar. 1981.
Reliance Electric Co., a a subsidiary of Exxon Corp. Cleveland, Ohio area Electrical Workers (IUE) —1,200	11 cents 1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Square D Co. Lexington, Ky. Electrical Workers (IBEW) —1,000	3 cents 3/6/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
General Electric Co. Owensboro, Ky. Allied Industrial Workers—1,100	13 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1981.
The Hoover Co. Canton, Ohio Electrical Workers (IBEW) —3,400	8 cents 3/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents adjustment in 12/81 and 19 cents in 9/81; no recent listing.
Bendix Corp., Autolite Div. of Fram Corp. Fostoria, Ohio Automobile Workers—1,650	7 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents adjustment in 1/82, 24 cents in 10/81 and 20 cents in 7/81; no recent listing.
Design and Manufacturing Corp. Connersville, Ind. Automobile Workers—1,350	7 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
The Magnavox Co. and Magnavox Government and Industrial Electronics Co. Fort Wayne, Ind. Allied Industrial Workers 1,200	10 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1981.
CTS Corp. Elkhart, Ind. Automobile Workers—900	5 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 8 cents adjustment on 1/1/82; see CWD Nov. 1981.
Whirlpool Corp. Evansville, Ind. Electrical Workers (IUE) —4,500	6 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Bunker-Ramo Corp. Chicago, Ill. area Electrical Workers (IBEW)—1,350	12 cents 1/82	Automatic annual cost-of-living adjustment; see CWD Mar. 1981.
The Eureka Co., Div. of National Union Electric Corp. Bloomington, Ill. Machinists—1,250	See next column	3-year agreement negotiated 1/30/82 provided: 5 cents hour on 2/1/83 and 10 cents on 2/1/84; cost-of-living clause continued—provides 5 cents on 2/1/82 and then quarterly adjustments of 1 cent for each 0.4-point rise in the BLS-CPI (1967 = 100); 45 cents hour (was 40 cents) to pension fund effective 8/2/83; see CWD Dec. 1981.
Magic Chef, Inc., Norge Div. Herrin, Ill. Machinists—1,100	36.5 cents 5/24/82	Deferred increase negotiated 5/82; no recent listing.
Gibson Products Corp. Greenville & Belding, Mich. Automobile Workers—3,000	9 cents 3/1/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents adjustment in 12/81, 14 cents in 3/81 and 16 cents in 12/80; no recent listing.
Whirlpool Corp., St. Joseph Div. St. Joseph and Benton Harbor, Mich. Machinists—1,600	5 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Whirlpool Corp. St. Paul, Minn. Teamsters (Ind.)—1,600	6 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 10 cents adjustment in 1/82; see CWD Dec. 1981.
Speed Queen Co., an affiliate of Raytheon Co. (formerly McGraw-Edison Co., Speed Queen Div.) Ripon, Omro, and Wautoma, Wis. Steelworkers—1,000	5 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Allen-Bradley Co. Milwaukee, Wis. Electrical Workers (UE-I)—4,800	23 cents 1/82	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1981.
Zenith Radio Corp. Springfield, Mo. Electrical Workers (IBEW)—1,450	9 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1981.
McGraw-Edison Co., Bussman Manufacturing Div. St. Louis, Mo. Independent Fuse Workers—2,000	4.9 cents 3/82	Automatic quarterly cost-of-living adjustment; previously received 11.8 cents adjustment in 12/81 and 12 cents in 9/81; no recent listing.
Wagner Electric Corp. St. Louis, Mo. Electrical Workers (IUE)—1,700	11 cents 1/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
The Maytag Co. Newton and Hampton, Iowa Automobile Workers—2,200	4 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
GTE Lenkurt, Inc. Albuquerque, N. Mex. Electrical Workers (IBEW)—1,200	58 cents 12/16/81	3-year agreement negotiated 12/16/81 also provided: 49 cents in 12/82 and 50 cents in in 12/83; cost-of-living clause provides for annual adjustments of 1 cent for each 2 percent rise in BLS-CPI to 6 percent plus 1 cent for each additional index point rise in the Index to combined maximum of 12 cents; see CWD Jan. 1981.
Hughes Aircraft Co. Los Angeles, Calif. area Carpenters—13,000	5 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
TRANSPORTATION EQUIPMENT		
General Motors Corp. Various locations Automobile Workers—320,000	See next column 4/12/82	30-month agreement negotiated 4/82 provided: no specified wage increases over the contract term; cost-of-living pay adjustment formula was maintained, with temporary deferral of the 6/82, 9/82 and 10 cents of the 12/82 adjustments until 12/83, 3/84 and 6/84, respectively; eliminated paid personal holidays, maintenance of current pension levels increasing to $12.20 month 8/1/82, $13 8/1/83 and $13.50 8/1/84; health coverage extended to 24 months (was 12) maximum for laid-off employees with at least 10 years' seniority; joint committee to review and monitor health-care cost containment program; established a pilot employment guarantee program on "lifetime job security" to provide protection from permanent layoff for workers; Guaranteed Income Stream (GIS) program to protect employees with 10 years of service in the event of layoff, until they reach age 62 or until they retire and to workers with 15 years seniority in other cases, retroactive to 3/1/82; established profit-sharing plan—employees to receive 10 percent of the company's U.S. pre-tax profits in excess of 10 percent of net worth plus 5 percent of other assets effective in 1983; rescinded decision to close four plants, 24-month moratorium on "outsourcing-related" plant closings; prepaid legal-services program; equality of sacrifice provision—other company employees to share in any reductions in or restrictions on increases in compensation and benefits; new training and retraining program; strengthened Supplemental Unemployment Benefits by increasing the advance credit from the corporation to $200 million; new hires to receive 85 percent of hourly maximum base rate plus COLA, increasing to 90 percent after 26 weeks, 95 percent after a year and 100 percent after 18 months; economic reopener tied to sales on or after 1/1/83; expanded tuition refund program for laid-off workers; see "Wage Highlights" in Apr. 1982 issue for additional settlement details; see below.
General Motors Corp. Various locations Automobile Workers—320,000	10 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Bendix Corp. Various locations Automobile Workers—6,500	2.7 percent 5/1/82	Deferred increase negotiated 5/80; see CWD below.
ACF Industries, Inc. AMCAR Div. Various locations Steelworkers—2,000	8 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Northrop Worldwide Aircraft Services, Inc. Various locations Machinists—1,650	10 percent 2/1/82	4-year agreement negotiated 2/82 also provided: 9 percent both 2/7/83 and 2/6/84 and 10 percent 2/4/85; improved health and welfare benefits; no recent listing.
Bendix Corp. South Bend and Mishawaka, Ind.; Teterboro, N.J.; N. Hollywood, Calif., Troy, N.Y.; and St. Joseph, Mich. Automobile Workers	5 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents 1/82; see CWD Jan. 1982.
The Budd Co. Philadelphia, Pa.; Clinton and Detroit, Mich.; Gary, Ind. and Frankfort and Ashland, Ohio Automobile Workers—6,100	10 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Dana Corp. Pa., Ohio, Ind., Ill., Mich., and Wis. Automobile Workers—7,500	10 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Eaton Corp. Louisville, Ky.; Battle Creek and Marshall, Mich.; and Cleveland, Ohio Automobile Workers	12 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Lockheed Aircraft Corp., Lockheed-Georgia Co. Marietta, Ga.; Clarksburg, W. Va.; Charleston, S.C. and Meridian, Miss. Machinists—10,000	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/82; see CWD Jan. 1982.
Pullman Standard, Div. of Pullman, Inc. Butler, Pa.; Chicago, Ill., and Hammond, Ind. Steelworkers—4,800	7 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Bethlehem Steel Corp. (shipbuilding) Baltimore and Sparrows Point, Md., Hobokin, N.J. and East Boston, Mass. Marine and Shipbuilders—5,000	10 cents 5/82	Guaranteed cost-of-living adjustment; see CWD Feb. 1982.
Bath Iron Works Bath, Me. Marine and Shipbuilding—4,500	11 cents 5/82	Deferred increase negotiated 7/79 (CWD Sept. 1979); see CWD Jan. 1982.
American Bosch Div., AMBAC Industries, Inc. Springfield, Mass. Electrical Workers (IUE)—1,200	4 cents 4/26/82	Automatic semiannual cost-of-living adjustment; see CWD Jan. 1982.
General Dynamics Corp. Quincy, Mass. Marine and Shipbuilding—2,500	10 cents 4/17/82	Guaranteed cost-of-living increase; see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
United Technologies Corp., Hamilton Standard Div. Windsor Locks, Conn. Machinists—3,900	See next column 4/26/82	14-42 cents deferred increase negotiated 4/81 and 12 cents automatic quarterly cost-of-living adjustment—the maximum adjustment permitted in any quarter; 2-year agreement also provided 37 cents to $1 increase effective 4/27/81; cost-of-living clause revised to provide quarterly (was semiannual) adjustments of 1 cent for each 0.3-point movement in the BLS-CPI (1967 = 100), limited to 12 cents per quarter; previously received 12 cents in each of 7/81, 10/81, and 1/82; no recent listing.
Trico Products Corp. Buffalo, N.Y. Automobile Workers—2,400	6 cents 4/5/82	Automatic triannual cost-of-living adjustment; previously received 28 cents 1/4/82; see CWD Nov. 1980.
Fairchild Industries Inc., Fairchild Republic Co. Div. Farmingdale, Long Island, N.Y. Machinists—3,500	8 cents 4/82	Automatic quarterly cost-of-living adjustment previously received 11 cents 1/82; see CWD Jan. 1982.
Boeing Vertol Co. Philadelphia, Pa. area Automobile Workers—3,000	7 cents 4/4/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents 1/4/82; see CWD Jan. 1982.
Dana Corp., Parish Div. Reading, Pa. Steelworkers—1,800	11 cents 1/24/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Rockwell International, Automotive Operations New Castle, Pa. Steelworkers—1,050	5 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Pennsylvania Shipbuilding Co. Chester, Pa. Boilermakers—1,200	See next column 2/82	3-year agreement negotiated 2/82 provided: no specified increase in 1982, 50 cents 2/8/83 and 25 cents 2/84; cost-of-living clause continued to provide 1 cent for each 0.4-movement in the BLS-CPI; 2 (was 6) weeks maximum annual vacation; no recent listing.
Avco Corp., Lycoming Div. Williamsport, Pa. Automobile Workers—1,150	6 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Dravo Corp. Neville Island, Pittsburgh, Pa. Longshoremen—1,300	6 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Avco Corp., Aerostructures Div. Nashville, Tenn. Machinists—2,120	9 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Hayes International Corp. Burmingham, Ala. Automobile Workers—1,800	5 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Vought Corp. Grand Prairie, Tex. Automobile Workers—4,100	8 cents 4/19/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/18/82; see CWD Jan. 1982.
Bell Helicopter Fort Worth, Tex. Automobile Workers—4,000	9 cents 3/82	Automatic quarterly cost-of-living adjustment.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Rockwell International, Automotive Group Ind., Ky., Mich., Ohio and Wis. Automobile Workers—4,100	9 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
TRW, Inc. Cleveland, Ohio Aircraft Workers Alliance, Inc. (Ind.)	6 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Jeep Corp. Toledo, Ohio Automobile Workers—5,750	10 cents 3/82	Automatic quarterly cost-of-living increase; see CWD Feb. 1982.
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers—1,300	9 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Dana Corp., Weatherhead Div. Indiana and Ohio Automobile Workers—1,700	5 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents 1/82; see CWD Jan. 1982.
Borg-Warner Corp., Warner Gear Div. Muncie, Ind. Automobile Workers—2,000	8 cents 4/5/82	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1982.
Dana Corp., Spicer Axle Div. Fort Wayne, Ind. Allied Industrial Workers—2,200	8 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 17 cents 2/82; see CWD Jan. 1982.
AM General Corp. South Bend, Ind. Automobile Workers—1,500	9 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Stewart Warner Corp. Chicago Ill. Electrical Workers (IBEW)—2,500	40-84 cents 12/81	Increase negotiated under wage and benefit reopening provision of contract scheduled to expire 12/83 also provided: 5 weeks' of paid vacation after 24 (was 25) years of credited service; $10 week increase in sickness and accident benefits; $500 increase in life insurance and $10,000 maximum lifetime coverage, see CWD July 1981.
Motor Wheel Corp. Lansing, Mich. Allied Industrial Workers—2,500	7 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 11 cents 1/82; see CWD Jan. 1981.
Clark Equipment Co., Transmission Div. Jackson, Mich. Allied Industrial Workers—1,000	36.5 cents 5/82	Deferred increase negotiated 5/80; see below.
Clark Equipment Co., Transmission Div. Jackson, Mich. Allied Industrial Workers—1,000	5 cents 4/5/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents 1/4/82; see CWD Jan. 1982.
Teledyne Continental Motors Muskegon, Mich. Automobile Workers—1,100	7 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Clark Equipment Co., Automotive Div. Buchanan, Mich. Automobile Workers—1,000	36.1 cents 5/82	Deferred increase negotiated 5/80; previously received 5 cents automatic quarterly cost-of-living adjustment 4/5/82 and 15 cents 1/4/82; see CWD Jan. 1982.
A.O. Smith Corp. Milwaukee, Wis. Smith Steelworkers (Ind.) —3,000	8 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
McDonnell Douglas Corp. St. Louis, Mo. Machinists—9,600	3 percent 5/82	Deferred increase negotiated 5/81 (CWD Aug. 1981); see below.
McDonnell Douglas Corp. St. Louis, Mo. Machinists—9,600	13 cents 2/1/82	Automatic quarterly cost-of-living adjustment; previously received 20 cents 8/3/81 and 25 cents 11/2/81; see CWD Aug. 1981.
AFC Industries, Inc., AMCAR Div. St. Louis, Mo. Various unions—1,500	30 cents 5/2/82	Deferred increase negotiated 4/81 (CWD Feb. 1982).
Beech Aircraft Corp. Wichita, Liberal and Salina Kans.; and Boulder, Colo. Machinists—6,000	8 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Cessna Aircraft Co. Wichita, Kans. Machinists—6,000	7 cents 4/12/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/11/82; see CWD Feb. 1982.
Freightliner Corp. Portland, Oreg. Machinists—1,700	15 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
General Dynamics Corp., Pomona Div. Pomona, Calif. Machinists—1,600	9 cents 3/15/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Lockheed Missiles and Space Co., Inc. Sunnyvale, Palo Alto, and Santa Cruz, Calif., and various missile and test sites Machinists	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/82.
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, Calif. Machinists—16,000	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/82; see CWD Jan 1982.
Rohr Industries, Inc. Riverside and Chula Vista, Calif. Machinists—5,050	9 cents 3/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents 12/81; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Pacific Coast Shipbuilders Assn. Calif., Oreg., and Wash. Metal Trades Council—11,000	9 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Todd Shipyards Corp., Los Angeles Div. San Pedro, Calif. Marine and Shipbuilders—4,000	6 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1981.
McDonnell Douglas Corp. Torrance, Palmdale, Huntington, Beach, and Vandenberg Air Force Base, Calif.; and Cape Canaveral, Fla. Machinists—6,600	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/82; see CWD Jan. 1982.
McDonnell Douglas Corp. Long Beach and Compton Calif., Tulsa, Okla., and Melbourne, Ark. Automobile Workers—15,000	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/2/82; see CWD Jan. 1982.
Boeing Co. Seattle, Renton, Auburn, and Everett, Wash.; Wichita, Kans.; and Portland, Ore. Machinists—50,000	7 cents 4/4/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents 1/4/82; see CWD Jan. 1982.
FMC Corp., San Jose Divisions San Jose, Calif Machinists—2,400	25-50 cents 4/1/82	Deferred increase negotiated 6/81; agreement also provided 25-50 cents 4/1/83; cost-of-living clause continued to provide 1 cent for each 0.4-movement in the the BLS-CPI-W for San Francisco-Oakland, California; increases generated by clause were 23 cents 6/81, 40 cents 10/81 and 21 cents 12/81; 41-62 cents (was 26-37) 2d and 46-73 cents 3d (was 31-48) shift premiums; $1,050 (was $850) maximum surgical allowance for employee and eligible dependents, increasing to $1,200 4/1/82, up to $300 (was $200) year hospital, surgical and medical benefit for employees only; $100,000 major medical lifetime maximum, $600 orthodontic maximum benefit; no recent listing.
INSTRUMENTS AND RELATED PRODUCTS		
Bulova Watch Co. Jackson Heights, Woodside, Valley Stream, and Westbury N.Y. Independent Production, Maintenance and Service Employees (Ind.)—1,200	8 percent 2/1/82	2-year agreement negotiated 1/31/82 also provided: 7 percent wage increase on 2/1/83; see CWD July 1980.
Xerox Corp. Rochester, N.Y. Clothing and Textile Workers—4,500	2.5 percent 3/18/82	Deferred increase negotiated 4/80 (CWD May 1980); 8 cents automatic quarterly cost-of-living adjustment effective 3/82; see CWD Mar. 1982.
Fisher and Porter Co. Warminster, Pa. Independent Union of Rotameter Workers—1,500	3.5 percent 5/1/82	Deferred increase negotiated 5/80 (CWD Dec. 1981).
Lear-Siegler Inc. Instrument Div. Grand Rapids, Mich. Automobile Workers—1,100	7 cents 3/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
INSTRUMENTS AND RELATED PRODUCTS—Continued		
Honeywell, Inc. Minneapolis and St. Paul, Minn. Teamsters (Ind.)—7,000	9 percent 2/82	2-year agreement negotiated 2/82 also provided: 8 percent wage increase on 2/1/83; 17 days of vacation after 10 years of service (was 16), 18 days after 13 years and 20 days after 15 years; see CWD Feb. 1977.
Robertshaw Controls Co. Long Beach, Calif. Automobile Workers (Ind.) —1,300	25 cents 5/2/82	Deferred increase negotiated 5/80 (CWD May 1981).
MISCELLANEOUS MANUFACTURING		
Sheaffer Eaton Pen Co. Fort Madison, Iowa Automobile Workers—1,000	9 percent 4/18/82	Deferred increase negotiated 4/81 (CWD Nov. 1981).

NONMANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MINING		
Iron ore mining companies Various locations Steelworkers—16,000	7 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Cities Service Corp., Copper Div. Copperhill, Tenn. Chemical Workers (Ind.)—1,400	7 percent 4/16/82	Deferred increase 4/80 (CWD Apr. 1980).
White Pine Copper Co. White Pine Mich. Steelworkers—2,000	7 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
The Anaconda Co. Mont., Ariz., and Nev. Steelworkers, Teamsters (Ind.) and Metal Trade Council —4,800	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 1/82; see CWD Apr. 1982.
Phelps Dodge Corp. Utah, Nev., Ariz., and N. Mex. Steelworkers—4,000	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 1/82; see CWD Apr. 1982.
Kennecott Corp. Utah, Nev., Ariz., and N. Mex. Steelworkers and 13 other unions—9,000	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 1/82; see CWD Apr. 1982.
Magma Copper Co. Arizona Steelworkers—4,900	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 1/82; see CWD Apr. 1982.
Duval Sierrita Corp. and Duval Corp. (copper mines) Tucson and Kingman, Airz. Steelworkers; Teamsters (Ind.) —2,300	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; in 1/82; see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MINING—Continued		
The Anamax Mining Co., Twin Buttes Operation Tucson, Ariz. Steelworkers—1,200	7 cents 2/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Inspiration Consolidated Copper Co. Arizona Steelworkers—1,600	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 1/82; see CWD Apr. 1982.
CONSTRUCTION		
Associated General Contractors of America, Inc., and Building Trades Employers Assn. of Boston and Eastern, Mass., Inc. Mass., except Springfield and Western Mass. Laborers—7,200	$1.15 5/3/82	Deferred increase negotiated 6/24/81 (CWD Aug. 1981); see CWD Dec. 1981.
Building Contractors Assn. of New Jersey New Jersey Laborers—1,600	$1.25 5/1/82	Deferred increase negotiated 4/23/81 (CWD Aug. 1981); see CWD May 1980.
Building Contractors Assn. New Jersey Bricklayers and Cement Masons—2,200	$1.78 5/1/82	Deferred increase negotiated 5/81 (CWD Aug. 1981); see CWD May 1980.
Building Contractors Assn. of New Jersey New Jersey Carpenters and Joiners—15,000	$1.30 5/1/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD May 1981.
Painting and Decorating Contractors Assn. of Essex County, Inc. Bloomfield, N.J. Painters—1,300	90 cents 5/1/82	Deferred increase negotiated 4/81 (CWD Aug. 1981); see CWD Aug. 1980.
Associated Contractors of Essex County Newark, N.J. Carpenters and Joiners—7,000	$1.30 5/1/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD May 1980.
Building Contractors of Southern New Jersey Vineland, N.J. Carpenters and Joiners—1,350	$1.50 5/1/82	Deferred increase negotiated 6/17/81 (CWD Aug. 1981); see CWD May 1980.
Pennsylvania Heavy and Highway Contractors Bargaining Assn. Pennsylvania Steelworkers—2,400	Avg. 80 cents 2/1/82	35-month agreement negotiated 3/10/82 (following 1-month extension of old agreement to 1/31/81) also provided: wage reopenings 1/1/83 and 1/1/84; 70 cents hour to pension fund 4/1/82 (was 60); 74 cents to health and welfare fund 4/1/82 (was 64), 84 cents 1/1/83 and 94 cents 1/1/84; see CWD Aug. 1979 for earlier listing.
General Building Contractors Assn., Inc., and Contractors Assn. of Eastern Pennsylvania Eastern, Pa. Laborers—6,750	$1.25 5/10/82	Deferred increase negotiated 5/16/80 (CWD Mar. 1981); see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
General Building Contractors Assn. Inc., and Contractors Assn. of Eastern Pennsylvania Carpenters and Joiners—6,000	$1.25 5/10/82	Deferred increase negotiated 5/16/80 (CWD Mar. 1981); see CWD May 1981.
Employing Bricklayers Assn. of Delaware Valley Philadelphia, Pa. area Bricklayers—1,050	$1.25 5/1/82	Deferred increase negotiated 5/16/80 (CWD Mar. 1981); see CWD May 1981.
Roofing and Sheet Metal Contractors Assn. Philadelphia, Pa. area Sheet Metal Workers—1,200	$2 5/1/82	Deferred increase negotiated in 9/80 (CWD Mar. 1981); see CWD May 1981.
Mechanical Contractors Assn. (plumbers) Philadelphia, Pa. Plumbers—1,700	$2.25 5/1/82	Deferred increase negotiated in 8/80 (CWD Mar. 1981); see CWD May 1981.
Mechanical Contractors Assn. (steamfitters) Philadelphia, Pa. Plumbers—3,500	$2.25 5/1/82	Deferred increase negotiated in 8/80 (CWD Mar. 1981); see CWD May 1981.
Associated Master Painters and Decorators of Philadelphia Philadelphia Pa. Painters	$1.20 5/1/82	Deferred increase negotiated 5/9/81 (CWD Aug. 1981).
Roofing and Sheet Metal Contractors Assn. Philadelphia, Pa. Roofers—1,450	$1.25 5/1/82	Deferred increase negotiated 5/16/80 (CWD Mar. 1981); see CWD May 1981.
Mason Contractors Assn. of Washington, D.C. Washington, D.C. Bricklayers—950	$1.30 5/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD July 1980.
Construction Contractors Council-AGC Labor Div., Inc. Washington, D.C. Laborers—6,300	10 percent 5/1/82	Deferred increase 5/81 (CWD July 1981); see CWD June 1980.
Construction Contractors Council-AGC Labor Div., Inc. Washington, D.C. Operating Engineers—2,100	$1.60 5/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD June 1980.
National Electrical Contractors Assn. Washington, D.C. Electrical Workers (IBEW)—2,700	$1.15 5/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD June 1980.
Sheet Metal and Air Conditioning Contractors Assn. Washington, D.C. Sheet Metal Workers—950	$1.70 5/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD June 1980.
Independent contractors Washington, D.C. Painters—1,000	$1.40 5/15/82	Deferred increase negotiated 5/81 (CWD Aug. 1981); see CWD June 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc., Baltimore Building Div. Baltimore, Md. Laborers—2,000	35 cents 4/1/82	1-year agreement negotiated 3/31/82 also provided: 50 cents 10/1/82; 75 cents hour to pension fund (was 60); see CWD Apr. 1981.
Constructors' Labor Council of West Virginia, Inc. West Virginia Various unions—7,600	$0.61-$1.27 12/16/81	3-year agreement negotiated in 1/82 also provided: $0.45-$1.56 on 12/6/82, and $0.78-$1.41 on 12/5/83; 7.5-40 cents hour increase to pension funds, and 0-7.5 cents on both 12/6/82 and 12/5/83; 10-35 cents to health and welfare funds, and and 0-10 cents on both 12/6/82 and 12/5/83; 0-3 cents hour to apprenticeship funds, and 0-2 cents on both 12/6/82 and 12/5/83; first listing.
Associated General Contractors of America, Ind., Southern Florida Chapter, and others Southern Florida Laborers—4,000	See next column 4/1/82	3-year agreement negotiated in 3/82 provided: 47 cents-Dade and Monroe counties, and 40 cents—Broward county and Palm Beach; 20 cents—all locations 10/1/82, 35 cents 4/1/83, 20 cents 10/1/83, 35 cents 4/1/84, and 20 cents 10/1/84; 67 cents hour to pension fund 10/1/82 (was 50), 84 cents 10/1/83, and $1.01 on 10/1/84; see CWD Apr. 1981.
Associated General Contractors of America, Inc. Lake Charles, La. Laborers—1,200	46 cents 5/1/82	Deferred increase negotiated in 5/81 (CWD Dec. 1981).
Baton Rouge Industrial Contractors Assn. and Associated Mechanical Contractors of Baton Rouge Baton Rouge, La. Plumbers—4,000	$1.75 5/1/82	Deferred increase negotiated in 5/81 (CWD Sept. 1981).
Associated General Contractors of Louisiana, Inc. Baton Rouge, La. Laborers—1,300	60 cents 5/1/82	Deferred increase negotiated in 5/81 (CWD Sept. 1981).
National Electrical Contractors Assn. New Orleans, La. Electrical Workers (IBEW)—2,000	75 cents 5/1/82	Deferred increase negotiated 5/15/81 (CWD Sept. 1981).
Mechanical Contractors Assn. New Orleans, La. Plumbers—3,000	30 cents 5/1/82	Deferred increase negotiated in 10/81 (CWD Feb. 1982).
Associated General Contractors of America, Inc. and Construction Employers Assn. Houston and Galveston, Tex. Bricklayers—1,350	90 cents 4/1/82	1-year agreement negotiated 3/31/82 also provided: 50 cents 10/1/82; 65 cents hour to national pension fund (was 55) 10/1/82; $1.04 to health and welfare fund (was 94) 4/1/82; see CWD July 1981.
Construction Contractors Council Washington, D.C. Carpenters and Joiners—6,000	$1.50 5/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD June 1980.
Associated General Contractors of America, Inc. Baltimore, Md. Carpenters and Joiners—3,500	$1 4/1/82	1-year agreement negotiated 3/30/82 also provided: 50 cents 10/1/82; 79 cents hour to pension fund 10/1/82 (was 74); 85 cents to health and welfare fund 4/1/82 (was 80); see CWD Apr. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mechanical Contractors Assn. and others Houston, Tex. Plumbers and Pipefitters—8,000	$1 4/1/82	Ratified 4/3/82 under reopening provision of 3-year agreement scheduled to expire 3/31/84; reopening settlement also provided: 60 cents 10/1/82, $1 on 4/1/83, and 45 cents 10/1/83; $1.15 hour to pension fund 10/1/82 (was $1), and $1.30 on 10/1/83; $1.05 to health and welfare fund 10/1/82 (was 95 cents), and $1.15 on 10/1/83; see CWD June 1981.
Houston Sheet Metal Contractors Assn. Houston, Tex. Sheet Metal Workers—1,200	See next column 2/1/82	55 cents automatic semiannual cost-of-living adjustment which was allocated as follows: 43 cents to wages; 2 cents to local pension fund (total 60.5); 10 cents to health and welfare fund (total 62.5); see CWD Jan. 1982.
Ohio Contractors Assn. Ohio Laborers—10,000	See next column 5/1/82	$1.25-zone 1 and $1.05-zones 2 and 3; deferred increase negotiated 5/27/80 (CWD Aug. 1980); see CWD May 1981.
Ohio Contractors Assn. Ohio Operating Engineers—12,000	$1.35 5/1/82	Deferred increase negotiated in 5/80 (CWD Aug. 1980); see CWD May 1981.
Associated General Contractors Dayton, Ohio Laborers—1,500	95 cents 5/1/82	Deferred increase negotiated 6/18/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc., West Central Ohio Div. Dayton, Ohio Carpenters and Joiners—950	$1.25 5/1/82	Deferred increase negotiated 6/24/81 (CWD Aug. 1981).
Associated General Contractors of Indiana, Inc. Indiana Laborers—9,000	$0.68-$1.23 4/1/82	3-year agreement negotiated 3/31/82 also provided: Area 1—50 cents 11/1/82, and wage and benefit reopenings 6/1/83 and 6/1/84; Area IIIC—95 cents on both 4/1/83 and 4/1/84; other areas—75 or 95 cents 4/1/83 and wage and benefits reopening 4/1/84; $1.05 hour to health and welfare fund (was $1), $1.10 on 4/1/83 and $1.15 on 4/1/84; see CWD Apr. 1981.
Indiana Highway Assn., Inc. Indiana Operating Engineers—1,500	$1.95 4/1/82	3-year agreement negotiated 1/3/83 also provided: $1.70 on 4/1/83; wage and benefit reopening 4/1/84; $1.25 hour to pension fund (was $1), and $1.50 on 4/1/83; $1 to health and welfare fund (was 75 cents); 10 cents to training fund (was 8); first listing.
Associated General Contractors of Missouri Western, Mo.(except Jackman, Clay, Platte and Ray counties) Operating Engineers—4,000	$1.13 5/1/82	Deferred increase negotiated May 1980 (CWD May 1980); see CWD May 1981.
Associated General Contractors of Missouri Western, Mo. (except Jackman, Clay, Platte, and Ray counties Laborers—4,000	$1.53 5/1/82	Deferred increase negotiated 3/80 (CWD May 1980); see CWD May 1981.
Associated General Contractors of Missouri Eastern, Mo. (except St. Louis) Operating Engineers—1,000	$1.40 5/2/82	Deferred increase negotiated 5/78; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of St. Louis St. Louis, Mo. Operating Engineers—3,800	$1.35 5/1/82	Deferred increase negotiated 5/80; no recent listing.
Associated General Contractors of America, Inc. St. Louis, Mo. Carpenters and Joiners—4,300	$1.20 5/1/82	Deferred increase negotiated 4/80 (CWD Aug. 1980); see CWD May 1981.
Home Building Assn. St. Louis, Mo., area Carpenters and Joiners—4,500	90 cents 5/1/82	Deferred increase negotiated 3/80 (CWD Aug. 1980); see CWD May 1981.
Sheet Metal and Air Conditioning Contractors Assn. St. Louis, Mo. Sheet Metal Workers—1,100	$1.13 5/1/81	Deferred increase negotiated 1980 (CWD Jan. 1981).
Associated General Contractors of America, Inc. St. Louis, Mo. Laborers—3,200	65 cents 5/1/82	Deferred increase negotiated 3/80 (CWD May 1980); see CWD May 1981.
Associated General Contractors of America, Inc. Albuquerque, N. Mex. Carpenters and Joiners—1,600	30 cents 4/1/82	Negotiated 11/81 under reopening provision of 6-year agreement negotiated in 1978; reopening agreement also provided: 40 cents 10/1/82, 4/1/83, and 10/1/83; $1.50 hour to pension fund (was $1.40); see CWD Apr. 1981.
Associated General Contractors of America, Inc. Colorado Iron Workers—1,300	$2.20 5/1/82	Deferred increase negotiated 6/29/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc., and Colorado Contractors Denver, Colo. Operating Engineers—4,500	$1.30 5/1/82	Deferred increase negotiated 7/13/81 (CWD Sept. 1981); see CWD Dec. 1981.
Associated General Contractors of America, Inc., and others Denver, Colo. area Laborers—2,500	55 cents 5/1/82	Deferred increase negotiated in 5/81 (CWD July 1981).
Associated General Contractors of America, Inc. Denver, Colo. Carpenters and Joiners—5,000	$2.15 5/1/82	Deferred increase negotiated 6/24/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc. Southern Colo. Carpenters and Joiners—2,450	$1.35 5/1/82	Deferred increase negotiated 6/15/81 (CWD Aug. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Wash., Oreg., N. Idaho, and N. Calif. Electrical Workers—1,200	$1 2/1/82	Automatic annual cost-of-living adjustment, the minimum amount provided by the contract; see CWD May 1981.
National Electrical Contractors Assn. (Oreg.-Columbia Chapter) Portland, Oreg. Electrical Workers (IBEW)—2,000	$1.25 1/1/82	3-year agreement negotiated 1/82 also provided: $1.75 on 1/1/83 and $2.25 on 1/1/84, with distribution between wages and benefits to be determined later; $2.25 hour to local pension fund (was $2); $1.25 to health and welfare fund (was 90 cents); 13 cents to training fund (was 10); see CWD Mar. 1981.
Associated General Contractors of America, Inc. Anchorage, Alaska Teamsters (Ind.)	Avg. $1.50 7/1/81	3-year agreement negotiated in 1981 also provided: increases of $2.10-$2.33 on 7/1/82 and $2.60-$2.99 on 7/1/83; $4 hour to pension fund (was $3); $2.14 to health and welfare fund (was $1.99), $2.29 on 7/1/82, and $2.44 on 7/1/83; 30 cents to apprenticeship and training fund (was 20); see CWD Nov. 1976 for latest listing.
TRANSPORTATION AND PUBLIC UTILITIES		
Pan American World Airways (flight attendants) National Independent Union of Flight Attendants—4,900	See next column	3-year agreement negotiated 3/82 covered attendants already employed by Pan American plus those affected by merger of National Airlines into Pan American—pay increases were: 9 percent of gross pay from 5/1/81 (the amendable date of the old Pan American contract) through 10/31/81 and 12 percent of gross earnings from 11/1/81 through 2/28/82 (plus another 12 percent of gross earnings from 2/1/82 through 4/30/80 for the former National employees, whose old contract had been amendable 2/1/81); increases in contract rates ranging from about 16.6 to 17.3 percent (about 18.7 percent for employees with 13 years' service or more due to the addition of 13th year pay step) effective 3/2/82 (former National employees received substantially larger increases to bring them up to Pan American standards) but with a 10 percent reduction in gross earnings retroactive to 3/1/82 to remain in effect until 6/1/83 to aid company's financial position; about 7.1 to 7.2 percent (9.1 percent for employees with at least 14 years' service due to the addition of 14th year pay step) increases in contract rates scheduled for 3/2/83 but deferred until 6/1/83; and 2.9 to 3 percent increase in contract rates 10/1/83; established an Employee Stock Ownership Plan (ESOP) which will give employees shares of capital stock proportionate to amount of foregone wages from 3/1/82 through 5/31/83, to be distributed to employee on retirement, death or termination of employment; cost-of-living pay adjustment clause discontinued; established holiday pay of $50 for working any portion of 4 specified holidays in 1982, going to 5 holidays in 1983; substantially improved vacations allowing from 30 to 44 days, depending on years of service, to be paid for at rate of 75 hours at base rate (prorated daily) 1/1/83; 700 hour maximum sick bank 5/1/82, per diem of $1.30 per hour 5/1/82 and $1.40 3/1/83—domestic flights, and $1.60 per hour 5/1/82, and $1.70 3/1/83—international and mixed flights; established 10 cents an hour laundry allowance 5/1/82; established lodging for transits scheduled for over 4 hours; $5 million (was $1 million) lifetime major medical maximum; increased emergency illness maximum of $500 per cause, increased accident expense maximum to $750 per cause, and improved vision benefits 5/1/82; company refund of all past pension contributions with interest for former National and Pan American employees with credit given for service back to 1st of month after date of hire; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Class I railroads National Train Dispatchers—2,200	See next column	39-month agreement negotiated 2/82 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent and 3 percent retroactive to 4/1/81 and 10/1/81, respectively, 3 percent 7/1/82, and 3 percent 7/1/83; continued cost-of-living clause providing 1 cent for each 0.3-point change in BLS-CPI-W (1967 = 100) semiannually starting in 7/82 (32 and 35 cents adjustments were specified in the contract for 7/81 and 1/82, respectively—amounts that would have been paid under formula) with semiannual and annual "caps" of 4 and 8 percent, respectively, and incorporation into base rates of cost-of-living in effect 1/1/83 effective 12/31/83 and 50 percent of allowance 6/30/84; improved holiday pay 1/82 and 1/83; 3 and 4 weeks' paid vacation after 8 (was 9) and 17 (was 18) years' service, respectively, starting in 1982; $10,000 (was $6,000) life insurance, $8,000 (was $4,000) maximum AD&D, improved hospital-surgical-medical benefits, $500,000 (was $250,000) major medical expense maximum, improved dental benefits, and $75,000 (was $50,000) maximum for early retirement major medical plan starting in 1982; see CWD Apr. 1981.
United Air Lines (ground service) National Machinists—13,500	See next column	2-year agreement negotiated 3/82 provided: wage increases of 10 percent retroactive to 11/1/81 and 8 percent 11/1/82 (food service employees received 5 and 4 percent, respectively); discontinuation of cost-of-living clause; 10 cents increases in shift differentials 4/1/82, 11/1/82, and 9/1/83 (were 21, 28, 26, 31, and 36 cents, respectively, for afternoon, night, day-swing, swing-graveyard, and for mechanics boiler room shifts); 5 cents increases in license premium 4/1/82 and 11/1/82 (were 35 and 30 cents for 1st and 2d licenses, respectively); substantial increases in pension benefits 10/1/82 and 10/1/83, raising maximum monthly benefit over contract term to $22, $25, or $29.50 per year of service, depending on pension category; improved dental benefits; $140 (was $125) a day hospital room and board, $70 (was $50) a day well baby care, $2,000 (was $1,500) for hospital extras, $3,000 (was $2,200) surgical maximum, and $400,000 (was $250,000) major medical maximum; no recent listing.
Northwest Airlines (flight attendants) Teamsters (Ind.)—2,600	11 percent 1/1/82	Deferred increase under 3-year agreement negotiated 7/81 which also provided wage increases of 11 percent retroactive to 1/1/81 and 10 percent 1/1/83; no recent listing.
General Telephone Co. of the Northwest Various locations Electrical Workers (IBEW)—4,300	10.2 percent 5/82	Deferred increase negotiated 5/81 (CWD Oct. 1981).
Southwestern States Master Rail Truck Agreement Southwestern States Teamsters (Ind.)—3,500	See next column	37-month agreement negotiated 2/82 provided: cost-of-living clause continued with annual rather than semiannual reviews with adjustment rate of 1 cent an hour or 0.25 mills per mile for each 0.3-point rise in BLS-CPI-W (1967 = 100) with 1st review effective 4/1/82 with possible diversions to health and welfare and/or pension fund payments to be determined at the time of each adjustment (the 4/1/82 review generated 72 cents an hour or 1.8 cents per mile of which 47 cents an hour or 1.175 cents per mile was applied to wages and the remainder diverted to health and welfare and/or pensions); $100.50 (was $90.50) per week per employee employer payment to health and welfare and pension funds combined (the $10 increase was attributable to the cost-of-living diversion) 4/1/82; other terms similar to national master freight agreement; see CWD Apr. 1981.
Western States Trucking Maintenance Agreement National Machinist—3,300	See next column	3-year agreement negotiated 4/82 provided: automatic annual (was semiannual) cost-of-living reviews of 1 cent for each 0.3-point rise in the BLS-CPI-W (1967 = 100) on April 1 of 1982, 1983, and 1984 (a 4th review also was scheduled for the day after the 3/31/85 expiration of the contract) with possible diversions from any cost-of-living adjustment to finance health and welfare and/or pension benefits—the 4/1/82 review generated 72 cents an hour of which 25 cents was diverted to finance, health and welfare and/or pension benefits; $442.64 (was $399.39) month employer payment to health and welfare and pension funds combined 4/1/82 (the increased payments resulted from the 4/1/82 25 cents diversion

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
		with the allocation to either fund determined locally); 20 cents (was 17) a mile moving allowance with expenses covered for 60 days (was 30); vacation paid for per week at 40 times regular hourly rate in effect at time of vacation including any shift differential (was on a prorata basis); $3 (was $2.50) a month employer payment to apprenticeship and training fund for employees in San Francisco Bay area; no recent listing.
Boston Edison Co. Boston, Mass. Utility Workers—2,180	8.5 percent 5/82	Deferred increase negotiated 5/80 (CWD Aug. 1980); see CWD May 1981.
New York Towing and Transportation Employers Assn. and independent companies New York, N.Y. Longshoremen (ILA)—3,000	8 percent 2/16/82	3-year agreement negotiated 2/82 also provided: wage increases of 8 percent 2/16/83 and 2/16/84; 9th paid holiday, starting in 1983; improved provision for working on Christmas Day and New Years Day in 1982 and 1983; $291.62 (was $256.62) employer payment per month per worker to pension fund 2/16/83, going to $326.62 2/16/84; $145.59 (was $85.59) employer payment per month per worker to insurance fund 2/16/82, going to $150.59 2/16/83; room and meal expenses (when traveling to vessel) of $30 a day (was $20) for hotel room, $3.50 (was $2) for breakfast, $5 (was $3) for lunch, and $9 (was $6) for supper 2/16/82; "grub" pay (when on vessel) increased 2/16/83; see CWD Apr. 1981.
Consolidated Gas Supply Corp. West Virginia, Pa.; and N.Y. and N.Y. Alleghany Mountain Gas Workers—1,700	9.5 percent 10/1/81	Increase negotiated under wage reopening provision of contract scheduled to expire 10/82; see CWD Jan. 1981.
Atlantic City Electric Co. Atlantic City, N.J. Electrical Workers (IBEW) —1,000	10 percent 12/14/81	2-year agreement negotiated 12/30/81 also provided: 9.1 percent 12/13/82; 45 cents (was 42 cents) shift differentials increasing to 48 cents 12/13/82; 5 weeks of paid vacation after 23 (was 25) years' service; 12th paid holiday, floating; improved hospitalization, dental, optical, and prescription drug benefits; see CWD Dec. 1980.
West Penn Power Co. Western and North Central Pa. counties Utility Workers—1,100	7 percent 5/82	Deferred increase negotiated 5/80 (CWD Aug. 1980); see CWD May 1981.
Metropolitan Edison Pennsylvania Electrical Workers (IBEW) —1,550	9 percent 5/1/82	Deferred increase negotiated 5/81; 2-year agreement also provided 8.2 percent increase 5/1/81; see CWD June 1980.
Central Telephone Co. of Florida Tallahassee, Fla. Electrical Workers (IBEW) —1,150	7.86 percent 3/1/82	3-year agreement negotiated 3/82 also provided: cost-of-living adjustments of 0.7 percent for each 1-percent movement in the BLS-CPI not to exceed 10 percent both 3/1/83 and 3/1/84; 11th paid holiday; $350 (was $250) week sickness and accident benefit; 100 percent company paid pension benefit; see CWD Mar. 1981.
Florida Power Corp. St. Petersburg, Fla. area Electrical Workers (IBEW) —2,000	9.5 percent 12/14/81	2 year agreement ratified 3/8/82 also provided 9.2 percent 12/82; see CWD Dec. 1980.
Florida Power & Light Co. Miami, Fla. Electrical Workers (IBEW) —4,500	9.56 percent 11/1/81	2-year agreement ratified 3/26/82 also provided 8.56 percent 11/1/82; established dental plan; see CWD Nov. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Texas International Airlines (clerical, office, and agent employees) Texas Teamsters (Ind.)—1,700	$60 a month 5/1/82	Deferred increase negotiated 9/80 (CWD Oct. 1980); see CWD Nov. 1981.
General Telephone Co. of Ohio Marion, Ohio Electrical Workers (IBEW)—1,250	2.6 percent 5/23/82	Deferred increase negotiated 11/81 (CWD Mar. 1982).
Public Service Co. of Indiana Plainfield, Ind. Electrical Workers (IBEW)—2,200	9.5 percent 5/1/82	Deferred increase negotiated 5/81 (CWD July 1981).
General Telephone Co. of Illinois Electrical Workers (IBEW)—2,620	2.5 percent 5/82	Deferred increase negotiated 10/80 (CWD Feb. 1981); see CWD Oct. 1981.
Northern Illinois Gas Co. Illinois Electrical Workers (IBEW)—1,800	8 percent 2/1/82	3-year agreement negotiated 2/82 also provided: 7.75 percent 1/24/83 and wage reopening provision in 1984; 50 cents hour (was 40) night shift differentials; new dental assistance plan; new pension program; $4.25 (was $3.50) meal allowance; see CWD Apr. 1981.
Milwaukee County Transit System Milwaukee, Wis. Amalgamated Transit Union—1,300	25 cents 4/1/82	2-year agreement negotiated 3/29/82 also provided: 20 cents effective 4/1/83; improved uniform and tool allowances; first listing.
Northern States Power Co. Minneapolis-St. Paul, Minn. Electrical Workers (IBEW)—3,400	9 percent 1/1/82	1-year agreement negotiated 1/82 also provided: 36 cents hour (was 33) afternoon and 55 cents (was 50) night shift differentials; see CWD Apr. 1981.
Panhandle Eastern Pipeline Co. Kansas City, Mo. Oil, Chemical and Atomic Workers—1,400	10 percent 5/82	Deferred increase negotiated 5/27/81 (CWD July 1981).
Public Service Co. of Colorado Denver Colorado Electrical Workers (IBEW)—3,000	10 percent 12/7/81	2-year agreement ratified 2/24/82 also provided: 9 percent 12/6/82; 4 weeks of paid vacation after 16 years' credited service (was 18 years); $2,500 (was $1,000) monthly longterm disability maximum benefit; effective 7/1/82, company pays dental plan cost of employee; see CWD Jan. 1981.
WHOLESALE AND RETAIL TRADE		
Stop and Shop, Inc. (meat department) Mass., Conn., and N.H. United Food and Commercial Workers—4,950	$25 week 2/14/82	3-year agreement negotiated 2/82 also provided: $25 week on 2/15/83 and $25 week on 2/15/84; $133 month company payment to health and welfare (was $75); see CWD Dec. 1980.
Wm. Filene Son's Co. Boston, Mass., area United Food and Commercial Workers—3,600	7 percent 2/1/82	3-year agreement negotiated 2/21/82 also provided: 6.5 percent wage increase on 2/1/83 and 6 percent 2/1/84; $60 month company payment to Blue Cross and Blue Shield for individual coverage (was $50), and $90 month for family coverage (was $72); see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
First National Stores, Inc. Connecticut United Food and Commercial Workers—3,300	$35 week classified—$30 week unclassified—$25 week clerks 3/7/82	38-month agreement negotiated 3/21/82 also provided: $25 week wage increase for classified employees, $22.50 unclassified and $25 week clerks, on 3/7/83 and $30, $26.50 and $23 on 3/7/84; $125 per month company payment to health and welfare effective 6/1/82 (was $90), increasing to $135 on 6/1/83 and to $140 on 6/1/84; $99.80 per month company payment to pension fund (was $95.50); $33 month company payment to health and welfare for part-time employees (was $28), increasing to $36 on 6/1/83 and to $39 on 6/1/84; see CWD Apr. 1981.
Greater New York Assn. of of Meat and Poultry Dealers, Inc. New York, N.Y., area United Food and Commercial Workers—2,800	30 cents 5/2/82	Deferred increase negotiated 5/8/81 (CWD July 1981).
Automotive Parts Distribution Assn. Inc. New York, N.Y., area Teamsters (Ind.)—1,300	30 cents 4/1/82	Deferred increase negotiated 3/81; 3-year agreement also provided for wage, increases of 50 cents 3/31/80 and 30 cents 4/1/81; cost-of-living clause continued—provides annual adjustments of 75 cents for each 0.3-point rise in the BLS-CPI-W (1967 = 100) with a 15 cents maximum; see CWD Apr. 1979.
Waldbaum, Inc., Food-a-Rama Bohack, Daitch Crystal Dairies, Hills New York, N.Y., area Retail Whosesale, and Department Stores—16,000	25 cents 4/5/82	Deferred increase negotiated 9/80 (CWD Mar. 1981); see CWD Oct. 1981.
Associated Liquor Wholesalers of Metropolitan New York New York, N.Y. Distillery Workers—1,000	$30 week clerks and $40 week warehouse workers 11/1/81	3-year agreement negotiated 12/81 also provided: $20 week for clerks and $30 for warehouse workers on 11/1/82 and $20 and $30 on 11/1/83; 8th personal holiday; $105 month company payment to pension fund (was $100); see CWD Nov. 1980.
New York-Bronx Retail Meat and Food Dealers, Inc. New York, N.Y. United Food and Commercial Workers—1,800	25 cents 5/30/82	Deferred increase negotiated 11/19/80 (CWD Nov. 29, 1980); see CWD Dec. 1981.
R.H. Macy, Inc. Westchester County and New York City, N.Y. Retail, Wholesale, and Department Store—6,000	$20 week 2/1/82	3-year agreement negotiated 3/82 also provided: $19 week wage increase on 2/1/83 and $20 on 2/1/84; $3.75 minimum monthly retirement benefit per year year of service, for employees with 10 to 14 yars of service (was $3), $4.25 for those with 15-19 years of service, was $3.50 and $5.25 for 20 to 24 years of service (was $4.50), $7.75 for 25 to 29 years of service (was $6.75) and $8.50 for 30 to 40 years of service (was $7.50); $50,000 major medical (was $20,000); $3,000 group life insurance for employees with 6 months of service (was $1,500); $2.50 food allowance (was $2); see CWD Feb. 1979.
New York Oil Heating Assn. New York, N.Y. Teamsters (Ind.)—2,000	$1 12/15/81	2-year agreement negotiated 6/81 also provided: $1 hour wage increase on 12/15/80; first listing.
Shop-Rite, Pathmark, Grand Union, Foodtown, and Two Guys stores Northern N.J. and N.Y. United Food and Commerical Workers—20,000	$25 week—full-time; 50 cents hour—part time 4/11/81	Deferred increase under 3-year agreement negotiated 4/81; agreement also provided for $30 week full-time and 50 cents hour part time on 4/6/81 and $25 and 50 cents 4/10/83; cost-of-living clause continued—provides for adjustment of 1 cent for each 0.4 point increase in the BLS-CPI-W (1957 = 100), in 12/82 and 12/83; improved medical plan; $10,000 life insurance (was $7,500); $16 month pension for each year of credited service (was $12); 10 percent increase in cost-of-living benefits for present retirees; see CWD Apr. 1980 for latest listing.
Kroger Co. Pittsburg, Pa., W. Va., and Ohio United Food and Commercial Workers—3,560	16 cents 4/82	Automatic semiannual cost-of-living adjustment under 3-year agreement negotiated 10/31/80; agreement also provided average 38.3 cents wage increase on 10/31/80, 34 cents cost-of-living adjustment on 4/5/81 and 32 cents on 10/4/81, based on 1 cent for each 0.4-point rise in the BLS-CPI-W (1967 = 100); 12th paid holiday; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Guest Services Inc. (formerly Government Service Inc.) Wash. D.C., Md., and Va. Hotel and Restaurant Employees—1,000	30 cents 2/1/82	3-year agreement negotiated 1/31/82 also provided: 20 cents an hour wage increases on 8/1/82, 30 cents 2/1/83, 20 cents 8/1/83, 30 cents 2/1/84 and 20 cents 8/1/84; 19.5 cents an hour company payment to health and welfare (was 11.5); no recent listing.
Washington, D.C. Food Labor Relations Assn. Washington, D.C., area United Food and Commercial Workers—14,500	14 cents 3/82	Automatic annual cost-of-living adjustment; see CWD Sept. 1981.
Kroger Co. West Virginia, Kentucky and Ohio United Food and Commercial Workers—3,400	22.5 cents avg. 4/5/82	Deferred increase negotiated 10/81 (CWD Feb. 1982).
Baltimore Food Employers Labor Relations Assn. (clerks and meatcutters) Baltimore, Md., area United Food and Commercial Workers—10,000	14 cents 3/82	Automatic annual cost-of-living adjustment; see CWD Sept. 1981.
Colonial and Safeway stores Virginia United Food and Commercial Workers—1,500	60 cents 5/17/82	Deferred increase negotiated 5/81 (CWD July 1981).
Colonial and Kroger stores Atlanta, Ga. United Food and Commercial Workers—7,500	30 cents 5/19/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
Kroger and Safeway stores Dallas and Ft. Worth, Tex. area United Food and Commercial Workers—8,000	70 cents 5/2/82	Deferred increase negotiated 3/81; 38-month agreement also provided for wage increases of 70 cents on 3/7/81, 70 cents on 5/1/83 and 69.5 cents on 1/1/84; 9th paid holiday; 96 cents an hour company payment to health and welfare (was 63); 40 cents an hour company payment to pension plan (was 27); see CWD Sept. 1977 for latest listing.
Building Materials Dealers of of Greater Cleveland Teamsters (Ind.)—1,000	$1 hour 5/1/82	Deferred increase negotiated 11/80; 3-year agreement also provided for wage increases of $1 an hour on 11/11/80 and 5/1/81; see CWD May 1979 for latest listing.
Kroger Co. Columbus and Central Ohio area United Food and Commercial Workers—4,500	50 cents 2/14/82	3-year agreement negotiated 3/82 also provided: 20 cents wage increase on 8/15/82, 40 cents 2/13/83, 25 cents 8/14/83, 45 cents 2/12/84, and 20 cents 8/12/84; 4 weeks of vacation after 13 years of service (was 15), 6th week of vacation added; 53 cents an hour company payment to pension fund (was 45 cents), increasing to 57 cents in 2d year and to 61 cents in 3d; first listing.
Kroger Co. (grocery department) Cincinnati, Ohio area United Food and Commercial Workers—3,250	20 cents 4/1/82	Deferred increase negotiated 9/79 (CWD Dec. 1979); see CWD Aug. 1980.
Akron-Canton Food Industry Committee Akron-Canton, Ohio area United Food and Commercial Workers—3,500	35 cents 4/1/82	Deferred increase negotiated 9/80 (CWD Jan. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
National Tea Co., Standard Grocery Div. (formerly A&P, K-Mart, Kroger and Thrift-T Mart) Illinois and Indiana United Food and Commercial Workers—1,100	15 cents 11/15/81	Deferred increase under 25½-month agreement negotiated 5/81; previously received 50 cents wage increase on 5/17/81; cost-of-living clause continued, providing adjustments of 1 cent for each 0.3 rise in the BLS-CPI-W (1967 = 100) effective 5/16/82 and 11/14/82; 47 cents per hour company payment to pension fund (was 40), increasing to 54 cents in 1982 and to 61 cents in 1983; 60 cents company payment to health and welfare plan (was 59), increasing to 68 cents in 2d year; see CWD Nov. 1981.
Northern Illinois Ready Mix and Material Association Chicago and Maywood, Ill., area Teamsters (Ind.)—1,800	$1.10 cents 5/1/82	Deferred increase negotiated 5/80 (CWD Aug. 1980); see CWD May 1981.
Aldens Inc. (mail order and general merchandise stores) Chicago, Ill. Teamsters (Ind.)—2,500	15 cents 1/82	Automatic annual cost-of-living adjustment; see CWD Mar. 1982.
Spiegel, Inc. (warehouse) Chicago, Ill. Teamsters (Ind.)—1,825	20 cents 3/82	Automatic annual cost-of-living adjustment; see CWD Apr. 1981.
Chain and independent food stores Michigan United Food and Commercial Workers—3,000	20 cents 4/4/82	Automatic semiannual cost-of-living adjustment; see CWD Apr. 1981.
Chain and independent food stores Michigan United Food and Commercial Workers—3,000	35 cents 4/7/82	Deferred increase negotiated 5/80 (CWD Apr. 1981).
Northern Minnesota and Northern Wisconsin food merchants Northern Minnesota and Wisconsin United Food and Commercial Workers—1,600	45.8 cents 4/82	Deferred increase negotiated 3/80 (CWD Aug. 1980); see CWD Apr. 1981.
Minneapolis Automobile Dealers (garage employees) Minneapolis, Minn. Teamsters (Ind.)—1,500	9.5 percent 4/15/82	Deferred increase negotiated 3/80 (CWD Aug. 1980); see CWD Apr. 1981.
Kroger, Schnuck's Thor. and National Tea stores St. Louis, Mo. United Food and Commercial Workers—2,300	55 cents meat cutters and 60 cents fully experienced 1/1/82	3-year agreement negotiated 7/30/81 also provided: 25 and 40 cents wage increase 7/82, 50 and 60 cents in 1/83, 25 and 40 cents in 7/83, 50 and 60 cents in 1/84 in 24 and 40 in 7/84 and 50 and 60 cents 1/85; see CWD July 1981.
Chain and independent food stores New Mexico United Food and Commerical Workers—2,000	25 cents 4/20/82	Deferred increase negotiated 11/79 (CWD Jan. 1980); see CWD Oct. 1981.
Food Employers Council, Inc. Las Vegas, Nev. United Food and Commercial Workers—2,500	50 cents 5/1/82	Deferred increase negotiated 4/80 (CWD Aug. 1980); previously received 50 cents semiannual cost-of-living adjustment in 3/82; see CWD Mar. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Denver Retail grocers Denver, Colo., area United Food and Commercial Workers—1,700	45 cents 5/1/82	Deferred increase negotiated 5/80 (CWD Aug. 1980); see CWD May 1981.
Alpha Beta, A.J. Bayless, Low Cost, Farr's Inc., and Safeway stores Phoenix and Prescott, Ariz. United Food and Commercial Workers—1,900	25 cents 2/82	Automatic annual cost-of-living adjustment; see CWD Oct. 1980.
Food Employers Council, Inc. (warehouses) Los Angeles, Calif. Teamsters (Ind.)—10,500	30 cents 3/82	Automatic semiannual cost-of-living adjustment; previously received 18 cents in 3/81 and 23 cents 9/81; see CWD Dec. 1979.
Food Employers Council, Inc. (office employees) Southern California Teamsters (Ind.)—1,550	23 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
East Bay Restaurant Assn. Richmond, Calif. Hotel and Restaurant Employees—1,400	12 percent nontipped; 7 percent tipped 5/81	3-year agreement negotiated 6/81 also provided: 12 and 7 percent wage increases in 2d and 3d years; 4 weeks' of vacation after 12 years of service (was 15), 11 years of service in 2d year, and 10 in 3d year; 12 days of sick leave (was 10); see CWD June 1980.
Food Employers Council, Inc. Oakland, Calif. United Food and Commercial Workers—3,200	50 cents 1/82	Automatic semiannual cost-of-living adjustment; see CWD Apr. 1981.
East Bay Restaurant Assn. San Francisco, Calif. Hotel and Restaurant Employees—2,000	12 percent-nontipped; 7 percent tipped 7/81	4-year agreement negotiated 7/81 also provided: 12 and 7 percent wage increases in 2d and 3d years; 4 weeks of vacation after 12 years of service (was 15), 11 years of service in 2d year, and 10 in 3d year; 12 days of sick leave (was 10); reopener provided in 3d year; see CWD Nov. 1981.
Independent Restaurant and Tavern Assn. San Francisco, Calif. Hotel and Restaurant Employers—1,000	13 percent 9/1/81	3-year agreement negotiated 9/81 also provided: 11 percent wage increase on both 9/1/82 and 9/1/83; 9th paid holiday; added paid funeral leave; 3 weeks of vacation after 18 years of service (was 17), decreasing to 16 years in 2d year and to 15 years in 3d; see CWD Mar. 1977.
Grocery Industry Warehouse and Drivers agreement San Francisco, Calif. Teamster (Ind.)—2,800	24 cents 2/82	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1981.
Food Employers Labor Relations Assn. of Northern California Northern California United Food and Commercial Workers—17,000	50 cents 3/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1981.
Chain and independent Food Stores Spokane, Wash. United Food and Commercial Workers—1,435	54 cents avg. 6/28/81	3-year agreement negotiated 6/81 also provided 25 cents average wage increase in 6/82 and average 32 cents in 6/83; $57.21 month company payment to health and welfare (was $53.73); 35 cents per hour payment to pension plan (was 30), increasing to 42 cents on 1/1/84; cost-of-living clause continued—provides annual adjustments of 1 cent for each percentage point exceeding 10 percent, based on BLS-CPI-W—if the CPI increase exceed 10 percent then a 15 cent minimum and 30 cent maximum adjustment will be paid.

Continued—Selected wage and benefit changes

WHOLESALE AND RETAIL TRADE—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Greater Seattle Retail Drug Assn., Inc. King and Snohomish counties, Wash. United Food and Commercial Workers—2,200	35 cents 3/82	Automatic annual cost-of-living adjustment; see CWD Mar. 1982.
Allied Employers, Inc. Puget Sound area, Wash. United Food and Commercial Workers—8,000	30 cents 4/1/82	Automatic annual cost-of-living adjustment; see CWD Mar. 1982.
Nordstrom, Inc. Seattle, Wash. United Food and Commercial Workers—1,250	65 cents 5/15/82	Deferred increase negotiated 6/81 (CWD Aug. 1981).
Allied Employers, Inc. Seattle, Wash. Teamsters—1,300	49 cents 5/4/82	Deferred increase negotiated 8/80 (CWD May 1981).
Seattle Department Store Assn. United Food and Commercial Workers—2,250	65 cents 5/15/82	Deferred increase negotiated 6/25/81 (CWD Aug. 1981).
Allied Employers, Inc. Puget Sound area, Wash. United Food and Commercial Workers—6,500	70 cents meat cutters; 55 cents clerk 4/1/82	Deferred increase negotiated 7/80 (CWD Nov. 1980); see CWD Apr. 1981.

SERVICES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Greater New York Health Care Facilities Assn. (blue collar workers, licensed practical nurses, and registered nurses) New York, N.Y. Service Employees—10,000	$15 week 4/1/82	Deferred increase under 3-year agreement negotiated 3/81 which also provided: $26 a week—all 4/1/81, $10 a week-blue collar, $12.50—LPN's, and $15-RN's 10/1/82, $15 a week—all 4/1/83, and $10 a week-blue collar, $12.50—LPN's, and $15-RN's 10/1/83; $1.25 a week (was 50 cents) transportation allowance 4/1/81, going to $2.50 4/1/82; 1.5 weeks (was 1 week) vacation after 6 months service and 3 weeks (was 2) after 1 year for LPN's 4/1/81; 6 weeks (was 4) maximum severance pay 4/1/82; 9.5 percent (was 8.5 percent) of employee earnings paid by employer to finance health and welfare benefits 10/1/83; and 6 percent (was 5 percent) of employee earnings paid by employer to finance health and welfare benefits 10/1/83; and 6 percent (was 5 percent) of employee earnings paid by employer to finance pension benefits; no recent listing.
New York Movie Theaters New York, N.Y. Service employees—900	34 cents 10/1/81	4-year agreement negotiated 10/1/81 also provided: 34 cents on 2/1/83 and 12 cents on 6/1/84; 5th paid holiday added on 7/1/82; 6th paid holiday added on 1/1/83; health plan liberalized to include family (was just employee); no recent listing.
Building Operators Labor Relations, Inc. Philadelphia, Pa. Service Employees—3,000	65 cents hour-mechanics; 40 cents hour-general maintenance 11/1/81	3-year agreement negotiated 10/30/81 also provided: 55 cents hour on both 11/1/82 and 11/1/83 for mechanics and 40 cents hour on both 11/1/82 and 11/1/83 for general maintenance workers; 5 weeks' vacation after 25 years' service established in 1st year; 28 cents hour to pension fund (was 31 cents); 66 cents hour to health and welfare fund (was 41 cents), increasing to 72 cents in 2d year and to 78 cents in 3d year; establishment of legal fund on 5/1/84; no recent listing.
Cleaning contractors agreement Cleveland, Ohio Service Employees—1,700	50 cents 5/1/82	Includes 38 cents deferred increase negotiated 6/81 (CWD Sept. 1981) and 12 cents designated as cost-of-living adjustment; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Illinois Assn. of Health Care Facilities Chicago, Ill. Service Employees—4,000	10 cents 1/1/82	2-year agreement negotiated 2/14/82 also provided: 5 cents on 4/1/82 and 25 cents on 1/1/83; no recent listing.
Chicago Residential Hotel Assn. Chicago, Ill. Service Employees—800	29 cents 1/1/82	3-year agreement negotiated 2/18/82 also provided: 24 cents on both 1/1/83 and 1/1/84; $38 month to accident, sickness and health (was $28 month); 5th sick day added (was 4 days per year); no recent listing.
Master Laundry Agreement Michigan Laundry Workers—1,600	12 cents 5/3/82	Deferred increase negotiated 5/81 (CWD Sept. 1981).
Minneapolis Hotels and Motels Minneapolis and St. Paul, Minn. area Hotel and Restaurant Employees—3,200	9.3 percent approx. (8.5 percent waiters and waitresses) 5/82	Deferred increase negotiated 5/80 (CWD July 1980); see CWD June 1981.
Teachers (Tucson Unified School District) Tucson, Ariz. Tucson Education Association —3,000	7.4 percent 7/1/82	2-year agreement negotiated 3/82 also provided: 8 percent increase effective 7/1/83; first listing.
Association of Motion Picture and Television Producers Hollywood, Calif. Directors Guild of America —6,600	12 percent 7/1/81	3-year agreement negotiated 6/30/81 also provided: 12 percent on 7/1/82 and 11 percent on 7/1/83; 5 percent to health and welfare fund (was 4.5 percent); see CWD Sept. 1981.
Stanford University Medical Center (nurses) Palo Alto, Calif. Committee for Recognition of Nursing Achievements (Ind.) —1,250	10 percent 3/1/82	2-year agreement negotiated 3/6/82 also provided: 8 percent on 3/1/83; 16 percent night shift differential (was 14); see CWD June 1981.
Affiliated Hospitals of San Francisco San Francisco, Calif. Service Employees—3,300	9 percent approx. 5/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Kaiser Foundation Hospitals Richmond, Calif. Office and Professional Employees	11 percent 3/14/82	26 month agreement negotiated 3/14/82 also provided: 9 percent on 2/6/83 and and 25 cents on 11/27/83; 50 cents night shift differential (was 40 cents); no previous listing.
PUBLIC ADMINISTRATION		
State employees (corrections officers and other prison employees) New York State State, County, and Municipal Employees—11,000	9 percent 4/1/82	3-year agreement negotiated 3/82 also provided: 8 percent increases in both second and third years; first listing.
Police officers Phoenix, Ariz. Phoenix Law Enforcement Association—1,300	7.7 percent 7/1/82	1-year agreement negotiated 3/26/82 also provided: additional 0.3 percent increase in benefits; see CWD June 1981.
Firefighters Phoenix, Ariz. Phoenix Fire Fighters Association—1,400	7.7 percent 7/1/82	2-year agreement negotiated 3/82 also provided: 7.5 percent increase in salaries effective 7/1/83; additional 0.7 percent increase in benefits in first year and 0.5 percent increase in second year; first listing.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
March	16	20	201.6	207.8	861.8	.04
April	17	27	48.0	223.5	4,085.2	.20
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01
March	2	7	7.1	20.1	330.6	.02
April	8	14	34.7	53.1	451.9	.02

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stopage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during April 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in April
Brown & Sharp Manufacturing Co. North Kingston, R.I. Machinists	10/19/81		1,600	35,200
American Standard, Inc. Westinghouse Air Brake Div. and Union Switch and Signal Div. Wilmerding and Swissvale, Pa. Electrical Workers-UE (Ind.)	11/1/81		3,700	81,400
Hospitals (4) San Jose, Calif. California Nurses Assn. (Ind.)	1/5/82	4/10/82	[2] 1,500	10,500
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers-IBEW; Machinists; and Research Technicians Union (Ind.)	1/8/82		4,600	101,200
Long Island Jewish-Hillside Medical Center New York City, Manhasset and New Hyde Park, N.W. Retail, Wholesale and Department Store Union, District 1199	3/10/82	4/5/82	2,000	8,000
Weyerhaeuser Co. Washington and Oregon Woodworkers	3/24/82	4/16/82	[3] 5,000	33,400
Construction Industry Miami, Fla. Carpenters	4/1/82	4/11/82	2,000	14,000
National Automatic Sprinkler and Fire Control Assn. Interstate Plumbers and Pipefitters	4/1/82	4/16/82	4,000	48,000
Time-DC Inc. Nationwide Machinists	4/1/82		2,500	55,000
North American Coal Co. Clarington, Ohio Mine Workers	4/5/82	4/6/82	1,000	2,000
Rock, Sand, Gravel and Cement Industry Los Angeles and vicinity, Calif. Teamsters (Ind.)	4/5/82		2,000	40,000
General Electric Co. Schenectady, N.Y. Electrical Workers-IUE	4/9/82	4/12/82	8,000	8,000
Burlington Northern Railroad 25 Midwestern and Western States Transportation Union	4/13/82	4/13/82	12,000	12,000
Massachusetts Bay Transportation Authority Boston, Mass. Transit Union	4/16/82	4/16/82	3,200	3,200
Total beginning in April:	8 stoppages		34,700	
Total in effect in April:	14 stoppages		53,100	451,900

[1] The number of workers involved are rounded to the nearest hundred.

[2] Three hospitals settled on 4/10; fewer than 1,000 workers remained on strike.

[3] Stoppage began in Raymond, Wash. on 3/24; by 3/26, 5,000 workers were idle in Washington and Oregon.

Major Agreements Expiring in June

Employer and location	Industry	Union[1]	Number of workers
AGRIPAC, Inc. (Oregon)	Food products	Teamsters (Ind.)	3,000
Air Conditioning Contractors of Arizona	Construction	Sheet Metal Workers	1,200
Allied Chemical Corp., Industrial Chemical Division (New York)	Chemicals	Steelworkers	1,200
Almacs, Inc. (Rhode Island, Massachusetts, and Connecticut)	Retail trade	Food and Commercial Workers	2,300
American Motors Corp., AM General Corp. (Indiana)	Transportation equipment	Auto Workers (Ind.)	1,500
Associated Building Contractors of Northwestern Ohio, Inc., 2 agreements	Construction	Laborers; Carpenters	3,000
Association of Contracting Plumbers of the City of New York	Construction	Plumbers	3,550
Associated Garment Industry of St. Louis (Interstate)	Apparel	Garment Workers	3,000
Associated Manufacturers Tubular Piping & Trimming, Inc. (New York)	Apparel	Ladies Garment Workers	1,200
Automobile Dealers Industrial Relations Association of New York	Retail trade	Auto Workers (Ind.)	1,000
Associated General Contractors, Nevada Chapter and 2 others	Construction	Carpenters	2,100
Bath Iron Works Corp. (Maine)	Transportation equipment	Marine and Shipbuilding Workers	4,500
Belt Association, Inc. (New York, N.Y.)	Apparel	Ladies Garment Workers	3,800
California Processors, Inc.	Food products	Teamsters (Ind.)	55,000
Chicago Area Grocery Stores (Illinois)[2]	Retail trade	Food and Commercial Workers	7,000
Chicago Pneumatic Tool Co. (Utica, N.Y.)	Machinery	Machinists	1,150
Copeland Corp. (Ohio)	Machinery	Electrical Workers (IUE)	2,800
Detroit Mason Contractors Association (Michigan)	Construction	Bricklayers	3,300
East Ohio Gas Co.	Utilities	Service Employees	2,050
Eastern New York Construction Employers, Inc., 3 agreements	Construction	Operating Engineers; Laborers; Bricklayers	
Executive Council of the California Conference of Mason Contractors Association, Inc. (California)	Construction	Laborers	4,150
Freightliner Corp. (Portland, Oreg.)	Transportation equipment	Machinists	6,000
General Electric Co. (Auburn, N.Y.)	Electrical products	Machinists	1,700
General Contractors Association of New York City	Construction	Operating Engineers	1,000
General Dynamics Corp., Pomona Division (California)	Fabricated metal products	Machinists	4,300
General Electric Co., 3 agreements (Interstate)	Electrical products	Machinists; Sheet Metal Workers; Electrical Workers (UE) (Ind.)	1,650 19,500
General Telephone Co. of Kentucky	Communication	Communication Workers	1,300
Great Atlantic & Pacific Tea Co., Inc. (Connecticut and Massachusetts)	Retail trade	Food and Commercial Workers	2,000
Greater Milwaukee Hotel-Motel Association, 2 agreements (Wisconsin)	Hotels	Hotel and Restaurant Employees	2,200
Grocery Agreement, Quad-Cities (Iowa and Illinois)[2]	Retail trade	Food and Commercial Workers	2,000
Hammermill Paper Co., Erie Plant (Pennsylvania)	Paper	Paperworkers	1,300
Independent Shops, Cloth Hats & Caps (New York, N.Y.)[2]	Apparel	Hatters	1,300
Kansas City Power & Light Co., Production Department (Missouri)[2]	Utilities	Electrical Workers (IBEW)	1,000
Kelly-Springfield Tire Co. (Cumberland, Md.)	Rubber	Rubber Workers	1,800
Keystone Building Contractors Association and 1 other (Pennsylvania)	Construction	Laborers	1,400
Lathing & Metal Furring Contractors Association of California, Inc.	Construction	Lathers	1,250
Long Island Lighting Co., 2 agreements (New York)	Utilities	Electrical Workers (IBEW)	4,000
Major Food Chains (Illinois)	Retail trade	Food and Commercial Workers	1,450
Manufacturing Woodworkers Association of Greater New York, Inc.	Furniture	Carpenters	1,200
Master Cement & All Dry Bulk Commodities (Interstate)[2]	Trucking	Teamsters (Ind.)	5,000
National Hand Embroidery & Novelty Manufacturers Association, Inc. (New York)	Apparel	Ladies Garment Workers	4,600
New England Sportswear Manufacturers' Association (Massachusetts)	Apparel	Ladies Garment Workers	2,500
Northwest Airlines, Clerical Employees[3]	Air transportation	Railway Clerks	3,700
Ohio Edison Co. (Akron, Ohio)	Utilities	Utility Workers	2,000

See footnotes at end of table.

Continued—Major Agreements Expiring in June

Employer and location	Industry	Union[1]	Number of workers
Pleaters, Stitchers & Embroiderers Association, Inc. (New York)	Apparel	Ladies Garment Workers	2,200
Plumbing Contractors of Metropolitan St. Louis	Construction	Plumbers	1,200
Sheet Metal and Air Conditioning Contractors National Association, Los Angeles Chapter	Construction	Sheet Metal Workers	2,050
Star Market Co. Division, Jewel Companies, Inc. (Rhode Island and Massachusetts)	Retail trade	Food and Commercial Workers	1,200
Strayton Canning Co. Cooperative (Oregon)	Food products	Teamsters (Ind.)	1,800
Stockham Valves & Fittings, Inc. (Birmingham, Ala.)	Primary metals	Steelworkers	1,850
Trico Products Corp. (Buffalo, N.Y.)	Transportation equipment	Auto Workers (Ind.)	2,500
Union Painting Contractors Association and 1 other (Interstate)	Construction	Painters	1,000
Varsity Transit, Inc., New York Division	Transit	Amalgamated Transit	1,000
Watsonville Employers Frozen Food Employers Association (California)	Food products	Teamsters (Ind.)	4,000
	Government	**Union or employee association**	
Arizona: Municipal Employees	Multidepartments	American Federation of State, County and Municipal Employees	1,800
California:			
Orange County General Unit	Multidepartments	Orange County Employees Association (Ind.)	10,000
San Francisco Bay Area Rapid Transit District, 2 agreements	Transportation	Amalgamated Transit	3,200
Connecticut: Maintenance and Service Unit	Public works	Connecticut Employees Union "Independent", Inc.	8,000
Maryland:			
Anne Arundel County Board of Education, Administrators	Education	National Education Association (Ind.)	4,000
Baltimore Board of School Commissioners, Professional Employees	Education	American Federation of State, County and Municipal Employees	8,500
Michigan: Detroit Board of Education, Teachers	Education	American Federation of Teachers	11,000
New Jersey: Newark Board of Education, Teachers	Education	American Federation of Teachers	4,700
New York:			
New York City Board of Education, Lunchroom Employees	Education	American Federation of State, County and Municipal Employees	6,900
New York City Board of Education, School Aides	Education	American Federation of State, County and Municipal Employees	8,900
New York City Sanitation Department	Sanitation services	Teamsters (Ind.)	7,750
New York State Albany University, Professional Employees	Education	United University Professors, Inc. (Ind.)	15,000
Pennsylvania: Philadelphia Police Department	Law enforcement	Fraternal Order of Police	7,500

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[1] Affiliated with AFL-CIO except where noted as independent (Ind.)

[2] Industry area (group of companies signing same contract).

[3] Information is from newspaper reports.

Statistics of Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basis series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor.*

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, wage and salary indexes are available beginning in September 1975 for most of the 35 current series. Compensation indexes for 6 major industry and occupation groups begin December 1979. Wage and salary and compensation indexes start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.30	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.35	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, private business sector:										
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.5	144.6
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	96.7	96.3
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.0	92.9	100.0	108.4	118.8	130.5	143.6
1977 dollars	96.6	97.9	96.4	96.8	98.9	100.0	100.7	99.2	96.0	95.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	106.1	116.8	[illegible]	139.0
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.8	92.6

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[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981									1982			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45	$7.55	$7.55	$7.54	$7.56
1977 dollars	4.85	4.84	4.82	4.78	4.79	4.81	4.81	4.83	4.81	4.86	4.84	4.85	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	250.98	252.38	254.88	257.74	259.88	259.00	260.44	261.85	262.24	255.95	261.99	261.64	261.58
1977 dollars	170.73	170.18	170.49	170.35	170.64	168.40	169.01	169.48	169.30	164.70	168.05	163.15	168.11
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	136.8	137.5	138.0	138.8	140.1	141.8	142.1	143.2	143.6	145.7	145.7	145.7	146.4
1977 dollars	93.0	92.7	92.3	91.8	92.0	92.2	92.2	92.7	92.7	93.8	93.4	93.6	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.39	$7.45	$7.45	$7.52	$7.53	$7.54	$7.56
1977 dollars	4.86	4.85	4.86	4.82	4.84	4.80	4.79	4.81	4.79	4.82	4.82	4.84	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	252.76	253.45	254.50	256.28	258.37	257.21	258.65	260.75	260.01	257.18	263.55	263.15	263.09
1977 dollars	172.06	171.37	170.92	170.06	170.20	167.45	167.74	168.23	167.21	164.96	168.62	168.79	168.76
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	–	143.3	–	–	146.5	–	–	148.5	–	–	r 151.4	–	–
1977 dollars	–	96.9	–	–	96.3	–	–	95.8	–	–	96.9	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	142.0	–	–	145.4	–	–	147.6	–	–	r 150.6	–	–
1977 dollars	–	96.0	–	–	95.6	–	–	95.2	–	–	r 96.4	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.5	145.1	145.3	145.7	146.4
1977 dollars	93.0	93.1	92.9	92.2	92.7	92.1	92.0	92.5	92.3	93.1	92.9	93.5	*

[1] Production and nonsupervisory workers.

Statistical series terminated.

* Not available.

p = preliminary.

r = revised.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.06
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.92	10.75
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.98
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.72
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.58
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.26
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.78	6.30
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	139.0
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.1	148.2
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.8	131.6
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	142.0
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.3	139.6
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.3
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.3
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.3
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.4
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981									1982			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$7.13	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.46	$7.45	$7.55	$7.55	$7.54	$7.56
Mining	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.43	10.68	10.65	10.64	10.68
Contract construction	10.43	10.53	10.60	10.74	10.87	11.02	11.10	11.12	11.19	11.56	11.28	11.30	11.22
Manufacturing	7.88	7.92	7.97	8.02	8.02	8.15	8.15	8.20	8.26	8.41	8.34	8.35	8.40
Transportation and public utilities	9.54	9.59	9.63	9.69	9.89	9.97	9.96	10.07	10.06	10.15	10.19	10.14	10.19
Wholesale and retail trade	5.87	5.89	5.89	5.91	5.94	6.04	6.00	6.03	6.01	6.17	6.16	6.15	6.17
Finance, insurance, and real estate	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.46	6.57	6.62	6.60	6.64
Services	6.30	6.33	6.33	6.34	6.41	6.51	6.57	6.67	6.68	6.67	6.79	6.77	6.79
Wage rates, hired farm labor (quarterly data)	4.09	–	–	(2)	–	–	(2)	–	–	(2)	–	–	(2)
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	136.8	137.5	138.0	138.8	140.1	141.3	142.1	143.2	143.6	145.7	145.7	145.7	146.4
Mining	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	153.2	156.0	155.9	155.8	156.8
Contract construction	127.7	129.1	130.0	131.9	133.3	135.2	136.0	136.0	136.3	140.1	136.7	136.9	136.5
Manufacturing	139.8	140.5	141.4	142.4	143.0	144.8	145.5	146.5	147.5	149.4	149.3	149.8	150.7
Transportation and public utilities	137.0	137.9	138.1	138.6	141.7	143.1	143.1	144.7	145.1	146.2	146.8	145.3	146.8
Wholesale and retail trade	137.0	137.4	137.5	138.3	139.3	141.2	140.2	141.0	141.1	143.3	143.6	143.7	144.5
Wholesale trade	138.3	138.9	138.9	140.4	141.8	142.7	143.4	144.5	144.8	146.9	147.0	146.7	147.4
Retail trade	136.6	136.7	137.3	137.9	137.9	140.3	138.5	139.1	139.1	141.4	141.8	142.1	143.0
Finance, insurance, and real estate	135.9	136.7	135.8	137.6	139.7	139.9	140.7	142.6	141.5	144.1	145.2	144.8	145.5
Services	135.1	136.0	136.1	136.6	136.0	139.8	140.7	142.4	142.4	144.7	145.0	144.7	145.4
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$7.14	$7.18	$7.23	$7.26	$7.34	$7.37	$7.30	$7.45	$7.45	$7.52	$7.53	$7.54	$7.56
Mining[3]	9.70	9.68	9.94	10.11	10.15	10.29	10.28	10.42	10.43	10.68	10.65	10.64	10.68
Contract construction	10.52	10.57	10.69	10.77	10.85	10.88	11.01	11.09	11.16	11.53	11.31	11.35	11.32
Manufacturing	7.90	7.95	7.99	8.02	8.08	8.14	8.15	8.18	8.19	8.37	8.33	8.34	8.43
Transportation and public utilities	9.57	9.67	9.74	9.71	9.88	9.88	9.89	9.99	10.03	10.15	10.18	10.20	10.22
Wholesale and retail trade	5.84	5.89	5.91	5.93	5.99	6.05	6.02	6.05	6.08	6.08	6.09	6.11	6.14
Finance, insurance, and real estate[3]	6.20	6.24	6.24	6.27	6.37	6.38	6.42	6.51	6.46	6.57	6.62	6.60	6.64
Services	6.27	6.32	6.38	6.42	6.51	6.52	6.58	6.64	6.65	6.72	6.71	6.72	6.76
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	136.7	137.7	138.4	139.0	140.7	141.5	141.9	143.2	143.5	145.1	145.3	145.7	146.4
Mining[3]	145.7	145.6	147.2	148.9	149.4	151.5	151.3	153.3	153.2	156.0	155.9	155.8	156.8
Contract construction	129.0	129.4	130.4	131.8	132.5	132.9	134.3	135.4	136.2	140.8	138.2	138.3	137.8
Manufacturing	139.9	140.7	141.6	142.5	143.6	144.8	145.5	146.4	147.0	149.0	149.1	149.8	150.8
Transportation and public utilities	137.3	138.9	139.8	139.3	141.8	141.7	142.0	144.0	144.4	145.8	146.5	147.2	147.1
Wholesale and retail trade	136.4	137.4	137.8	138.4	140.0	141.2	140.5	141.5	141.9	142.3	143.0	143.2	144.0
Wholesale trade	138.0	139.4	139.5	140.5	142.7	142.4	143.3	144.5	144.1	146.5	146.8	146.7	147.1
Retail trade	136.4	136.8	137.3	136.6	138.6	140.5	139.0	139.9	140.7	140.0	141.0	141.4	142.3
Finance, insurance, and real estate	135.4	136.8	137.1	137.4	140.4	140.3	140.9	143.2	141.8	143.4	143.9	144.9	144.9
Services	134.8	136.0	136.6	136.9	139.4	139.8	140.7	142.6	142.7	143.6	144.0	144.2	145.1

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[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

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Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979	1980				1981				1982
	IV	I	II	III	IV	I	II	III	IV	Ip
Average hourly compensation:										
All persons, private business sector	10.1	9.9	10.1	10.3	10.3	10.6	10.1	10.1	9.3	8.3
All employees, nonfarm business sector:										
Current dollars	9.6	9.6	9.8	10.0	10.1	10.5	10.0	10.1	9.3	8.5
1977 dollars	-2.6	-4.1	-4.0	-2.6	-2.2	-.7	.2	-.6	-.2	*
Average hourly earnings, private nonfarm economy[1]	7.7	7.6	8.2	7.9	8.9	9.2	9.1	9.1	7.8	7.0
Mining[2]	8.1	8.0	7.1	7.6	9.1	10.5	7.3	10.9	9.5	8.4
Contract construction	6.9	6.3	6.9	7.1	7.9	8.8	8.0	8.3	8.5	9.2
Manufacturing	7.6	7.4	7.9	8.9	10.2	10.6	10.9	9.9	8.0	7.8
Transportation and public utilities	8.8	8.5	9.8	7.8	8.1	9.7	10.0	10.1	8.4	8.1
Wholesale and retail trade	7.7	7.8	8.1	8.5	8.7	8.5	8.4	8.2	7.0	5.6
Finance, insurance, and real estate[3]	7.8	9.1	9.8	9.6	10.3	9.9	8.9	8.9	9.3	7.0
Services	7.9	8.4	9.6	9.1	9.5	9.7	9.2	9.8	9.3	8.4
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.0	8.3	9.0	9.1	9.6	9.8	9.4	9.2	8.4	7.8
1977 dollars	-4.3	-5.2	-4.7	-3.2	-2.7	-1.3	-.4	-1.5	-.9	.4
Mining[2]	8.5	8.9	8.5	8.9	10.1	11.0	9.8	10.8	9.9	9.0
Contract construction	6.7	6.1	6.6	6.8	7.6	8.6	7.6	8.0	8.0	8.6
Manufacturing	8.7	9.0	9.6	10.7	10.9	10.8	10.2	9.4	8.8	8.6
Transportation and public utilities	8.9	8.7	10.0	8.1	9.4	9.8	10.2	10.1	8.6	8.4
Wholesale and retail trade	7.5	7.8	8.2	8.6	8.8	8.7	8.6	8.3	7.2	5.9
Wholesale trade	8.1	8.8	9.0	8.7	8.6	8.7	8.6	9.0	8.5	7.6
Retail trade	7.2	7.3	7.7	8.5	8.8	8.7	8.5	7.9	6.5	5.0
Finance, insurance, and real estate	7.6	9.0	9.6	9.3	10.1	9.8	8.6	8.8	8.0	6.9
Services	7.7	8.1	9.3	9.0	9.5	9.8	9.3	9.8	9.2	8.1
Wage rates, hired farm labor[2]	3.6	9.7	5.4	11.5	8.5	([4])	([4])	([4])	([4])	([4])
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.0	6.8	7.0	6.3	8.0	6.9	9.3	8.9	6.8	5.2
1977 dollars	-5.2	-6.5	-6.4	-5.7	-4.1	-2.1	-.4	-1.7	-2.3	-1.9

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

[4] Not available.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979			1980				1981				1982
	II	III	IV	I	II	III	IV	I	II	III	IV	Ip
Average hourly compensation:												
All persons, private business sector	11.3	8.9	8.6	10.7	12.3	9.5	8.6	11.9	10.4	9.3	5.5	8.1
All employees, nonfarm business sector:												
Current dollars	10.0	8.6	9.3	10.0	11.5	9.1	9.7	11.6	9.5	9.7	6.4	8.4
1977 dollars	-1.6	-4.7	-4.3	-5.6	-1.5	1.2	-2.8	.2	2.3	-1.9	-1.1	*
Average hourly earnings, private nonfarm economy[1]	6.6	9.3	6.8	7.6	8.8	8.1	10.9	9.0	6.4	8.0	6.0	5.5
Mining[2]	13.6	1.4	7.1	10.4	9.6	3.4	13.4	15.8	-2.4	17.9	7.8	10.4
Contract construction	6.8	7.3	6.0	5.2	9.3	8.0	9.1	8.9	6.0	9.4	9.7	11.7
Manufacturing	7.6	7.2	6.9	8.0	9.7	11.0	12.3	9.5	10.9	6.9	4.7	8.8
Transportation and public utilities	4.3	14.9	7.6	7.5	9.3	6.7	12.7	10.1	10.7	6.9	6.1	8.6
Wholesale and retail trade	6.9	7.1	7.8	9.3	8.3	8.6	8.7	8.5	7.8	7.7	4.1	2.9
Finance, insurance, and real estate[2]	5.0	8.5	8.0	15.1	7.8	7.7	11.0	13.3	3.9	7.0	8.2	8.5
Services	5.5	9.9	9.4	8.7	10.3	8.1	11.0	9.3	8.4	10.5	8.9	5.8
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	7.1	8.5	8.4	9.1	10.0	9.1	10.4	9.6	8.3	8.3	7.3	7.1
1977 dollars	-5.1	-4.7	-4.7	-6.3	-3.0	1.3	-2.6	-1.1	.9	-3.1	-.2	4.0
Mining[2]	15.6	5.0	6.0	9.3	13.9	6.4	10.8	12.9	6.9	10.6	7.3	9.0
Contract construction	6.8	6.6	6.1	5.1	8.8	7.4	9.1	9.2	4.9	8.9	9.1	11.7
Manufacturing	9.1	7.9	8.8	10.0	11.8	12.0	9.9	9.3	9.7	8.5	7.6	8.5
Transportation and public utilities	4.4	14.8	8.3	7.7	9.3	7.0	13.5	9.4	11.0	6.8	7.4	8.7
Wholesale and retail trade	6.4	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	4.4
Wholesale trade	7.9	8.1	8.4	11.0	8.6	7.0	8.0	11.3	8.1	8.7	6.0	7.7
Retail trade	5.7	6.8	7.6	9.0	7.4	10.1	8.8	8.7	6.6	7.5	3.3	2.8
Finance, insurance, and real estate[2]	7.1	9.7	7.1	12.1	9.5	8.5	10.5	10.6	5.1	9.0	7.6	6.0
Services	5.5	8.3	10.0	8.5	10.4	7.0	12.2	9.8	8.5	8.8	9.8	5.0
Wage rates, hired farm labor[3]	-22.8	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(5)	(5)	(5)	(5)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.2	10.9	5.2	5.0	7.1	7.7	12.2	8.6	8.8	6.0	4.0	2.3
1977 dollars	-5.9	-2.7	-7.6	-9.8	-5.1	(4)	-1.0	-2.2	1.6	-5.1	-3.5	-.6

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Less than -0.05 percent.

[5] Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981									1982			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
Average hourly earnings, private nonfarm economy[1]	9.2	9.3	8.9	9.0	9.2	9.0	8.2	8.0	7.3	7.6	7.0	6.3	5.9
Mining[2]	6.7	6.7	8.0	11.7	11.7	10.6	9.8	9.8	9.0	9.3	8.0	8.0	10.1
Contract construction	7.8	7.9	8.3	8.5	8.3	8.3	8.5	8.6	8.3	11.0	8.3	8.2	7.6
Manufacturing	11.1	11.0	10.7	10.0	9.8	9.8	8.8	7.8	7.3	8.8	7.6	6.9	6.7
Transportation and public utilities	9.6	10.1	10.3	9.1	10.6	10.5	8.4	8.6	8.3	8.8	7.8	7.6	6.8
Wholesale and retail trade	8.3	8.7	8.2	7.8	8.1	8.6	7.3	6.9	6.9	6.3	5.4	5.2	5.1
Finance, insurance, and real estate[2]	9.2	9.5	8.1	8.7	9.9	8.5	8.6	8.1	7.7	7.7	6.6	6.6	7.1
Services	9.4	9.3	8.9	9.6	10.2	9.8	9.7	9.4	8.8	9.3	8.2	7.7	7.8
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	9.6	9.5	9.0	8.9	9.3	9.3	8.6	8.4	8.2	8.5	7.6	7.3	7.1
1977 dollars	-.3	-.3	-.5	-1.7	-1.3	-1.3	-1.3	-.8	-.4	.2	.3	.7	*
Mining	9.8	9.6	9.8	10.9	10.7	10.9	10.0	10.2	9.6	9.8	8.9	8.2	7.6
Contract construction	7.6	7.6	7.7	8.2	7.8	7.9	7.9	8.2	7.9	10.4	7.9	7.5	6.9
Manufacturing	10.7	10.3	9.7	9.3	9.4	9.4	9.0	8.8	8.5	9.1	8.5	8.1	7.8
Transportation and public utilities	9.9	10.3	10.3	9.1	10.7	10.6	8.5	8.6	8.6	9.0	8.2	8.1	7.1
Wholesale and retail trade	8.8	8.7	8.1	7.9	8.3	8.7	7.5	7.0	7.2	6.4	5.9	5.5	5.5
Wholesale trade	8.8	9.0	8.0	8.6	9.5	8.9	9.1	8.4	8.1	8.5	7.7	6.7	6.6
Retail trade	8.9	8.6	8.2	7.5	7.7	8.5	6.6	6.2	6.7	5.2	5.0	4.8	4.9
Finance, insurance, and real estate	8.8	9.2	8.0	8.5	9.2	8.6	8.4	8.1	7.6	7.6	6.6	6.6	7.1
Services	9.6	9.6	8.8	9.5	10.1	9.8	9.5	9.2	8.9	8.8	8.1	7.6	7.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.5	9.6	8.9	9.8	9.2	7.8	7.3	7.0	6.1	4.2	6.4	5.1	4.1
1977 dollars	-.4	-.2	-.6	-1.1	-1.4	-2.7	-2.5	-2.1	-2.3	-3.6	-.9	-1.3	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981 Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	1982 Jan.	Feb.	Mar.p	Apr.p
Average hourly earnings, private nonfarm economy[1]	9.3	8.3	8.5	7.9	8.7	8.1	7.1	7.7	6.2	7.3	5.2	4.7	4.7
Mining[2]	7.4	4.0	6.6	7.1	7.6	9.1	12.3	11.9	10.1	11.6	10.1	6.9	7.9
Contract construction	7.4	7.2	7.7	7.4	8.0	7.6	9.5	10.1	9.0	14.6	8.7	8.8	5.7
Manufacturing	11.2	9.7	9.7	8.8	9.0	8.9	6.4	5.9	5.1	8.9	6.3	5.0	7.0
Transportation and public utilities	10.1	10.5	10.6	8.3	9.5	8.6	6.8	6.7	6.0	9.3	6.2	6.6	6.8
Wholesale and retail trade	8.4	8.3	7.9	7.5	7.4	8.4	6.3	5.5	5.8	5.1	3.4	2.0	4.0
Finance, insurance, and real estate[2]	10.1	7.4	8.1	5.6	5.2	6.2	7.2	8.8	7.2	9.6	8.0	7.0	7.0
Services	8.4	9.0	9.0	9.0	10.3	9.2	10.1	10.4	8.6	9.6	6.2	6.2	5.5
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	9.5	8.6	8.9	7.9	8.7	8.5	7.7	8.2	7.6	9.0	6.6	6.1	6.4
1977 dollars	-.3	-.5	.6	-1.5	-.3	-1.5	-2.4	-1.2	-1.4	2.0	.7	3.0	[5]
Mining[2]	12.4	9.5	10.9	9.8	8.8	10.7	7.7	10.8	8.3	9.9	8.9	5.7	7.5
Contract construction	7.4	6.9	6.7	6.7	7.1	6.8	8.5	9.4	9.0	14.2	8.8	8.3	5.3
Manufacturing	9.9	9.4	9.3	9.0	9.1	9.3	8.1	8.2	7.7	9.3	7.9	7.0	7.5
Transportation and public utilities	10.0	9.7	10.8	8.6	9.7	8.3	6.9	7.6	6.7	9.5	6.7	7.9	7.3
Wholesale and retail trade	8.9	7.9	8.3	7.1	7.5	8.1	6.1	6.1	6.0	5.7	4.4	2.9	5.0
Wholesale trade	10.4	9.2	9.5	8.3	9.5	7.4	7.8	7.6	6.7	8.7	5.9	6.1	5.4
Retail trade	8.1	7.2	7.7	6.4	6.4	8.4	5.1	5.3	5.7	4.0	3.6	1.3	4.7
Finance, insurance, and real estate	8.6	6.6	8.1	6.4	8.2	6.4	8.3	9.5	7.0	8.8	5.0	6.7	5.8
Services	10.1	8.6	8.7	7.5	9.5	8.6	8.9	9.9	9.1	10.1	6.6	6.3	6.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.9	8.3	7.9	7.9	8.7	5.6	4.7	5.8	4.4	.7	4.0	4.7	3.5
1977 dollars	(4)	-.6	-.3	-1.2	(4)	-4.1	-5.0	-3.6	-4.3	-5.9	-1.8	1.6	[5]

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05 percent.

[4] No change.

p=preliminary.

[5] Not available.

Table 9. Employment Cost Index

Series	Indexes (June 1981 = 100)				Percent change							
					3 months ended—				12 months ended—			
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
					Total compensation							
Civilian nonfarm workers[1]												
1981	–	100.0	102.6	104.5	–	–	2.8	1.9	–	–	–	–
Workers, by occupational group:												
White-collar workers												
1981	–	100.0	102.7	104.9	–	–	2.7	2.1	–	–	–	–
Blue-collar workers												
1981	–	100.0	102.3	104.1	–	–	2.3	1.8	–	–	–	–
Service workers												
1981	–	100.0	102.8	104.2	–	–	2.8	1.4	–	–	–	–
Workers, by industry division:												
Manufacturing												
1981	–	100.0	102.1	104.0	–	–	2.1	1.9	–	–	–	–
Nonmanufacturing												
1981	–	100.0	102.8	104.8	–	–	2.8	1.9	–	–	–	–
Services												
1981	–	100.0	104.4	107.1	–	–	4.4	2.6	–	–	–	–
Public administration[2]												
1981	–	100.0	104.3	106.0	–	–	4.3	1.6	–	–	–	–
Private nonfarm workers[3]												
1979	–	–	–	86.3	–	–	–	–	–	–	–	–
1980	88.6	90.7	92.8	94.7	2.7	2.3	2.3	2.1	–	–	–	9.8
1981	98.1	100.0	102.0	104.0	3.6	1.9	2.0	2.0	10.7	10.3	10.0	9.8
Workers, by occupational group:												
White-collar workers												
1979	–	–	–	86.3	–	–	–	–	–	–	–	–
1980	88.7	90.8	92.6	94.5	2.8	2.3	2.0	2.1	–	–	–	9.5
1981	98.3	100.0	101.8	104.0	3.9	1.8	1.8	2.2	10.8	10.2	10.0	10.1
Blue-collar workers												
1979	–	–	–	86.2	–	–	–	–	–	–	–	–
1980	88.3	90.5	93.0	94.9	2.4	2.5	2.7	2.1	–	–	–	10.1
1981	97.8	100.0	102.2	104.0	3.0	2.3	2.2	1.8	10.7	10.5	10.0	9.6
Service workers												
1979	–	–	–	86.2	–	–	–	–	–	–	–	–
1980	89.9	90.8	92.7	94.3	4.3	1.1	2.1	1.7	–	–	–	9.4
1981	99.3	100.0	101.9	103.1	5.4	.7	1.9	1.2	10.5	10.1	9.9	9.3
Workers, by industry division:												
Manufacturing												
1979	–	–	–	86.3	–	–	–	–	–	–	–	–
1980	88.7	90.5	92.6	94.7	2.8	2.0	2.3	2.2	–	–	–	9.8
1981	98.0	100.0	102.1	104.0	3.5	2.0	2.1	1.9	10.5	10.5	10.2	9.8
Nonmanufacturing												
1979	–	–	–	86.3	–	–	–	–	–	–	–	–
1980	88.6	90.8	92.9	94.7	2.7	2.5	2.3	2.0	–	–	–	9.8
1981	98.2	100.0	102.0	103.9	3.7	1.8	2.0	1.9	10.9	10.2	9.8	9.7
State and local government workers												
1981	–	100.0	105.3	107.4	–	–	5.3	2.0	–	–	–	–
Workers, by occupational group:												
White-collar workers												
1981	–	100.0	105.7	107.8	–	–	5.7	2.0	–	–	–	–
Blue-collar workers												
1981	–	100.0	104.2	105.9	–	–	4.2	1.6	–	–	–	–
Workers, by industry division:												
Services												
1981	–	100.0	105.8	107.9	–	–	5.8	2.0	–	–	–	–
Schools												
1981	–	100.0	106.0	107.9	–	–	6.0	1.8	–	–	–	–
Elementary and secondary												
1981	–	100.0	106.3	108.3	–	–	6.3	1.9	–	–	–	–
Hospitals and other services[4]												
1981	–	100.0	105.0	107.8	–	–	5.0	2.7	–	–	–	–
Public administration[2]												
1981	–	100.0	104.3	106.0	–	–	4.3	1.6	–	–	–	–

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Series	Indexes (June 1981 = 100)				Percent change							
					3 months ended—				12 months ended—			
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
	Wages and salaries											
Civilian nonfarm workers[1]												
1981	–	100.0	102.5	104.4	–	–	2.5	1.9	–	–	–	–
Workers, by occupational group:												
White-collar workers												
1981	–	100.0	102.6	104.7	–	–	2.6	2.0	–	–	–	–
Blue-collar workers												
1981	–	100.0	102.4	104.0	–	–	2.4	1.6	–	–	–	–
Service workers												
1981	–	100.0	102.5	103.6	–	–	2.5	1.1	–	–	–	–
Workers, by industry division:												
Manufacturing												
1981	–	100.0	102.1	104.0	–	–	2.1	1.9	–	–	–	–
Nonmanufacturing												
1981	–	100.0	102.7	104.5	–	–	2.7	1.6	–	–	–	–
Services												
1981	–	100.0	104.4	106.6	–	–	4.4	2.1	–	–	–	–
Public administration[2]												
1981	–	100.0	103.8	105.5	–	–	3.8	1.6	–	–	–	–
Private nonfarm workers[3]												
1975	–	–	64.0	65.2	–	–	–	1.8	–	–	–	–
1976	66.4	67.5	68.6	69.9	1.9	1.7	1.5	1.9	–	–	7.2	7.2
1977	70.9	72.2	73.5	74.8	1.5	1.9	1.8	1.7	6.8	6.9	7.2	7.0
1978	76.2	77.8	79.3	80.5	1.9	2.1	2.0	1.5	7.5	7.8	8.0	7.7
1979	82.1	83.7	85.5	87.5	2.0	1.9	2.1	2.4	7.8	7.6	7.7	8.7
1980	89.6	91.5	93.5	95.4	2.4	2.1	2.2	2.0	9.1	9.3	9.4	9.0
1981	98.0	100.0	102.0	103.8	2.7	2.0	2.0	1.8	9.3	9.3	9.1	8.8
Workers, by occupational group:												
White-collar workers												
1975	–	–	65.2	66.2	–	–	–	1.8	–	–	–	–
1976	67.4	68.3	69.3	70.6	1.7	1.4	1.5	1.9	–	–	6.3	6.6
1977	71.5	72.6	73.9	75.2	1.3	1.6	1.7	1.8	6.2	6.4	6.6	6.5
1978	76.6	78.2	79.7	80.6	1.8	2.1	1.9	1.2	7.1	7.6	7.8	7.2
1979	82.2	83.6	85.5	87.6	1.9	1.7	2.3	2.4	7.3	7.0	7.4	8.6
1980	89.7	91.4	93.3	95.2	2.4	1.9	2.1	2.0	9.2	9.3	9.1	8.7
1981	98.1	100.0	101.8	103.9	3.1	1.9	1.8	2.1	9.3	9.4	9.2	9.1
Professional and technical workers												
1975	–	–	64.5	65.6	–	–	–	1.7	–	–	–	–
1976	66.5	67.3	68.4	69.7	1.4	1.1	1.7	1.6	–	–	6.1	6.2
1977	70.7	71.8	73.1	74.3	1.5	1.5	1.8	1.7	6.3	6.7	6.8	6.7
1978	75.5	76.5	78.1	79.3	1.6	1.3	2.1	1.5	6.8	6.6	6.9	6.7
1979	80.8	81.7	84.0	86.3	1.9	1.1	2.7	2.8	7.1	6.8	7.5	8.8
1980	89.2	90.8	93.2	95.3	3.3	1.8	2.7	2.2	10.3	11.1	11.1	10.5
1981	98.2	100.0	103.3	105.5	3.1	1.8	3.3	2.1	10.2	10.1	10.8	10.7
Managers, administrators												
1975	–	–	67.6	68.4	–	–	–	1.3	–	–	–	
1976	69.3	70.8	71.5	72.2	1.3	2.1	1.0	1.0	–	–	5.8	5.5
1977	73.7	75.2	76.1	76.7	2.1	2.0	1.3	.7	6.3	6.2	6.5	6.2
1978	78.5	79.9	81.0	82.2	2.4	1.8	1.4	1.5	6.5	6.3	6.4	7.2
1979	84.2	85.4	87.1	88.3	2.4	1.5	2.0	1.4	7.2	6.9	7.6	7.4
1980	90.6	92.0	93.5	94.7	2.6	1.6	1.6	1.3	7.7	7.8	7.3	7.2
1981	98.6	100.0	101.6	102.8	4.1	1.4	1.6	1.2	8.8	8.7	8.7	8.6
Sales workers												
1977	70.0	71.2	72.4	75.3	–	1.7	1.7	4.0	–	–	–	–
1978	75.6	79.6	81.6	81.7	.3	5.4	2.5	.1	7.9	11.8	12.7	8.5
1979	81.5	84.9	85.5	88.9	-.2	4.2	.7	3.9	7.9	6.7	4.8	8.8
1980	88.5	90.7	92.2	94.8	-.5	2.5	1.7	2.8	8.6	6.8	7.8	6.7
1981	96.2	100.0	98.0	101.9	1.5	3.9	-2.0	4.0	8.7	10.2	6.2	7.5

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Series	Indexes (June 1981 = 100)				Percent change							
					3 months ended—				12 months ended—			
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
	Wages and salaries—Continued											
Clerical workers												
1975	–	–	64.4	65.5	–	–	–	1.8	–	–	–	–
1976	67.0	67.8	69.2	70.1	2.2	1.3	2.0	1.4	–	–	7.4	7.0
1977	71.4	72.2	73.7	75.0	1.8	1.2	2.0	1.7	6.6	6.5	6.5	6.9
1978	76.7	77.8	79.2	80.2	2.4	1.4	1.8	1.3	7.5	7.7	7.4	7.0
1979	82.4	83.5	85.9	87.7	2.7	1.4	2.9	2.1	7.4	7.4	8.5	9.4
1980	90.3	91.9	93.8	95.7	3.0	1.8	2.0	2.1	9.6	10.1	9.2	9.1
1981	98.6	100.0	102.7	104.2	3.0	1.4	2.7	1.5	9.2	8.8	9.5	8.9
Blue-collar workers												
1975	–	–	62.5	63.7	–	–	–	2.0	–	–	–	–
1976	65.1	66.3	67.5	68.8	2.2	1.9	1.8	1.9	–	–	8.1	8.0
1977	70.0	71.5	72.8	74.1	1.7	2.2	1.8	1.8	7.4	7.8	7.8	7.7
1978	75.4	77.1	78.6	80.1	1.8	2.2	2.0	1.9	7.8	7.9	8.0	8.2
1979	81.8	83.5	85.2	87.4	1.9	2.3	2.0	2.5	8.3	8.4	8.4	9.0
1980	89.3	91.8	93.8	95.7	2.3	2.5	2.4	2.1	9.4	9.8	10.0	9.6
1981	97.7	100.0	102.3	103.9	2.0	2.4	2.3	1.6	9.3	9.2	9.1	8.6
Craft and kindred workers												
1975	–	–	63.4	64.5	–	–	–	1.8	–	–	–	–
1976	65.7	67.1	68.4	69.4	1.9	2.0	2.0	1.3	–	–	7.9	7.5
1977	70.8	72.1	73.8	75.0	2.1	1.9	2.2	1.7	7.7	7.6	7.8	8.2
1978	76.0	77.8	79.6	80.8	1.3	2.3	2.2	1.6	7.4	7.9	7.8	7.7
1979	82.5	84.2	86.1	87.8	2.1	2.1	2.2	1.9	8.5	8.2	8.3	8.6
1980	89.3	91.4	94.0	96.1	1.7	2.4	2.8	2.2	8.2	8.5	9.1	9.4
1981	97.8	100.0	102.9	104.3	1.8	2.2	2.9	1.4	9.6	9.4	9.5	8.5
Operatives, except transport												
1975	–	–	61.4	62.8	–	–	–	2.2	–	–	–	–
1976	64.6	65.1	66.4	68.3	2.8	.8	2.0	2.8	–	–	8.0	8.7
1977	69.4	70.6	71.7	73.2	1.6	1.7	1.6	2.2	7.4	8.4	7.9	7.3
1978	75.0	76.1	77.6	79.3	2.5	1.4	2.0	2.3	8.2	7.8	8.3	8.4
1979	80.9	82.6	84.1	86.6	1.9	2.2	1.7	3.1	7.8	8.6	8.3	9.2
1980	89.4	91.5	93.6	95.5	3.2	2.4	2.3	2.0	10.5	10.7	11.3	10.2
1981	97.8	100.0	102.1	104.1	2.4	2.3	2.1	2.0	9.4	9.3	9.1	9.0
Transport equipment operatives												
1975	–	–	62.5	63.8	–	–	–	1.7	–	–	–	–
1976	64.3	67.2	67.7	68.2	1.2	4.5	.6	.8	–	–	8.3	7.3
1977	68.5	71.3	72.5	73.2	.4	4.2	1.6	1.0	6.4	6.1	7.2	7.3
1978	74.2	77.5	78.6	79.9	1.3	4.5	1.4	1.7	8.4	8.6	8.3	9.2
1979	81.1	83.9	86.0	88.1	1.5	3.5	2.4	2.4	9.3	8.3	9.5	10.2
1980	89.1	92.2	93.5	95.3	1.2	3.5	1.4	1.9	9.8	9.9	8.8	8.2
1981	96.8	100.0	101.0	102.7	1.5	3.3	1.0	1.7	8.6	8.4	8.0	7.8
Laborers												
1975	–	–	62.0	63.5	–	–	–	2.4	–	–	–	–
1976	64.8	66.1	66.9	68.4	2.1	1.9	1.2	2.3	–	–	7.8	7.8
1977	69.6	71.6	72.6	73.6	1.7	2.9	1.3	1.5	7.4	8.4	8.5	7.6
1978	75.4	77.0	78.3	80.1	2.4	2.1	1.7	2.4	8.3	7.4	7.8	8.8
1979	81.4	83.5	84.9	87.4	1.5	2.7	1.7	2.9	7.9	8.6	8.5	9.1
1980	89.6	91.8	93.9	95.7	2.5	2.4	2.3	2.0	10.1	9.9	10.5	9.5
1981	97.5	100.0	101.5	103.3	1.9	2.5	1.5	1.8	8.8	9.0	8.1	7.9
Service workers												
1975	–	–	63.5	65.6	–	–	–	3.3	–	–	–	–
1976	66.9	69.1	69.3	70.8	1.9	3.3	.4	2.1	–	–	9.1	7.9
1977	71.7	73.3	74.6	75.3	1.3	2.2	1.7	1.0	7.3	6.2	7.5	6.4
1978	78.0	79.5	81.3	81.9	3.6	1.9	2.3	.6	8.7	8.4	9.1	8.7
1979	84.5	85.2	86.2	87.7	3.2	.9	1.1	1.8	8.3	7.2	5.9	7.2
1980	90.8	91.9	93.4	94.8	3.5	1.1	1.7	1.5	7.6	7.8	8.4	8.1
1981	99.2	100.0	101.8	102.7	4.7	.8	1.8	.9	9.3	8.9	9.0	8.3
Workers, by industry division:												
Manufacturing												
1975	–	–	62.9	64.2	–	–	–	2.1	–	–	–	–
1976	65.4	66.4	67.6	69.0	1.9	1.5	1.8	2.2	–	–	7.4	7.5
1977	70.3	71.5	73.1	74.4	1.9	1.8	2.2	1.8	7.4	7.8	8.2	7.8
1978	75.9	77.1	78.5	80.6	2.0	1.6	1.8	2.7	8.0	7.8	7.4	8.3
1979	82.0	83.4	84.9	87.5	1.7	1.8	1.8	3.1	8.0	8.2	8.1	8.6
1980	89.9	91.8	93.6	95.7	2.8	2.0	2.0	3.3	8.7	10.0	10.2	9.4
1981	97.9	100.0	102.1	104.0	2.2	2.2	2.1	1.9	8.8	9.0	9.1	8.7

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Series	Indexes (June 1981 = 100)				Percent change							
					3 months ended—				12 months ended—			
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
	Wages and salaries—Continued											
Durable goods												
1976	–	–	66.7	68.4	–	–	–	2.6	–	–	–	–
1977	69.7	70.7	72.3	73.8	1.8	1.5	2.2	2.0	–	–	8.4	7.8
1978	75.1	76.4	77.8	80.0	1.8	1.7	1.9	2.7	7.8	7.9	7.6	8.4
1979	81.4	82.6	84.4	87.1	1.8	1.5	2.1	3.3	8.4	8.2	8.4	9.0
1980	89.3	91.2	93.5	95.7	2.5	2.1	2.5	2.3	9.7	10.4	10.8	9.8
1981	97.9	100.0	102.1	104.5	2.3	2.1	2.1	2.4	9.6	9.6	9.2	9.2
Nondurable goods												
1976	–	–	69.0	70.0	–	–	–	1.5	–	–	–	–
1977	71.3	72.9	74.4	75.6	1.9	2.2	2.0	1.5	–	–	7.8	7.9
1978	77.3	78.4	79.7	81.7	2.3	1.5	1.6	2.5	8.3	7.6	7.1	8.2
1979	83.0	84.8	85.8	88.1	1.5	2.3	1.2	2.7	7.4	8.2	7.6	7.8
1980	91.0	92.7	93.8	95.7	3.2	1.9	1.2	2.1	9.7	9.2	9.2	8.6
1981	97.8	100.0	102.0	103.1	2.2	2.2	2.0	1.1	7.5	7.9	8.8	7.7
Nonmanufacturing												
1975	–	–	64.6	65.7	–	–	–	1.7	–	–	–	–
1976	67.0	68.2	69.1	70.4	1.9	1.8	1.4	1.8	–	–	7.0	7.1
1977	71.2	72.6	73.7	74.9	1.2	1.9	1.5	1.7	6.4	6.5	6.6	6.5
1978	76.4	78.2	79.8	80.5	1.9	2.4	2.1	.8	7.2	7.8	8.3	7.4
1979	82.2	83.9	85.8	87.5	2.2	2.0	2.3	2.0	7.6	7.2	7.5	8.8
1980	89.5	91.3	93.4	95.2	2.2	2.1	2.3	1.9	8.8	8.9	8.9	8.8
1981	96.1	100.0	102.0	103.8	3.0	2.0	2.0	1.8	9.6	9.5	9.1	9.0
Contract construction												
1976	67.0	69.1	70.9	71.6	–	3.1	2.6	1.1	–	–	–	–
1977	72.3	73.9	75.3	76.3	.9	2.3	1.8	1.4	7.6	7.0	6.2	6.6
1978	77.2	79.5	81.4	82.3	1.2	2.9	2.4	1.1	6.9	7.5	8.1	7.8
1979	83.3	85.5	87.2	88.2	1.3	2.6	2.0	1.1	7.9	7.6	7.2	7.2
1980	89.3	91.9	94.5	95.9	1.2	2.9	2.9	1.5	7.1	7.5	8.4	8.8
1981	97.6	100.0	103.0	104.3	1.8	2.4	3.0	1.3	9.4	8.9	9.0	8.8
Transportation and public utilities												
1975	–	–	60.0	61.6	–	–	–	2.6	–	–	–	–
1976	62.6	64.5	65.4	66.9	1.9	2.8	1.3	2.3	–	–	8.9	8.6
1977	68.1	70.1	71.6	73.1	1.9	2.9	2.0	2.1	8.6	8.7	9.5	9.2
1978	74.1	75.6	77.2	78.6	1.4	2.1	2.0	1.9	8.7	7.9	7.9	7.6
1979	80.7	82.0	84.3	86.0	2.6	1.6	2.9	2.0	8.9	8.4	9.2	9.4
1980	88.2	90.2	93.1	95.6	2.5	2.3	3.2	2.7	9.3	10.1	10.4	11.1
1981	97.7	100.0	102.0	103.6	2.3	2.3	2.0	1.6	10.8	10.9	9.6	8.4
Wholesale and retail trade												
1975	–	–	64.8	66.0	–	–	–	1.8	–	–	–	–
1976	67.4	68.9	69.5	70.8	2.2	2.2	.9	1.9	–	–	7.3	7.4
1977	72.4	73.7	74.3	75.5	2.2	1.7	.9	1.5	7.3	6.9	7.0	6.6
1978	77.8	79.9	80.8	81.7	3.1	2.7	1.2	1.1	7.4	8.5	8.7	8.3
1979	83.5	85.5	87.1	88.2	2.1	2.4	1.9	1.3	7.3	7.0	7.7	7.9
1980	90.5	92.2	93.6	95.1	2.6	1.9	1.5	1.7	8.4	7.8	7.4	7.8
1981	98.2	100.0	101.3	102.3	3.2	1.9	1.3	1.0	8.5	8.5	8.2	7.6
Wholesale trade												
1977	–	73.3	73.2	75.1	–	–	-.2	2.6	–	–	–	–
1978	77.0	78.3	79.2	80.8	2.5	1.8	1.1	2.0	–	6.8	8.2	7.5
1979	82.0	84.4	85.4	87.2	1.6	2.9	1.2	2.1	6.6	7.7	7.8	7.9
1980	89.7	92.1	93.0	95.9	2.9	2.7	.9	3.2	9.4	9.2	8.9	10.0
1981	96.5	100.0	102.0	103.4	2.7	1.5	2.0	1.4	9.8	8.5	9.7	7.8
Retail trade												
1976	–	–	70.5	71.5	–	–	–	1.5	–	–	–	–
1977	72.5	73.8	74.8	75.7	1.3	1.9	1.4	1.1	–	–	6.2	5.8
1978	78.1	80.5	81.5	82.2	3.2	3.1	1.2	.8	7.6	9.1	8.9	8.6
1979	84.0	85.9	87.8	88.6	2.3	2.3	2.1	1.0	7.6	6.7	7.7	7.9
1980	90.3	92.2	93.8	94.8	2.4	1.5	1.8	1.1	8.0	7.3	6.9	7.0
1981	98.1	100.0	101.0	101.9	3.4	2.0	1.0	.9	8.0	8.5	7.7	7.5
Finance, insurance, and real estate												
1978	–	–	–	76.6	–	–	–	–	–	–	–	–
1979	79.0	81.6	83.2	86.7	3.1	3.2	1.9	4.3	–	–	–	13.2
1980	87.1	89.4	91.2	93.1	.4	2.7	2.0	2.1	10.2	9.6	9.7	7.4
1981	95.7	100.0	98.3	102.3	2.7	4.5	-1.7	4.1	9.8	11.8	7.8	9.9
Services												
1975	–	–	67.4	68.6	–	–	–	1.8	–	–	–	–
1976	69.6	70.6	71.8	72.3	1.5	1.5	1.7	.6	–	–	6.6	5.4
1977	72.9	74.2	75.5	76.1	.9	1.8	1.8	.7	4.8	5.1	5.2	5.3
1978	77.4	78.7	80.6	81.2	1.7	1.7	2.4	.7	6.1	6.0	6.7	6.7
1979	82.8	83.7	85.9	88.0	2.1	1.1	2.6	2.5	7.0	6.4	6.6	8.5
1980	90.5	91.9	94.2	95.7	2.7	1.6	2.5	1.6	9.2	9.8	9.6	8.7
1981	99.6	100.0	103.6	105.8	4.0	.4	3.6	2.1	10.1	8.8	10.0	10.6

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Series	Indexes (June 1981 = 100)				Percent change							
					3 months ended—				12 months ended—			
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
	Wages and salaries—Continued											
Workers, by bargaining status:[4]												
Union												
1975	–	–	61.7	63.1	–	–	–	2.4	–	–	–	–
1976	64.2	65.3	66.9	68.3	1.6	1.8	2.4	2.0	–	–	8.5	8.1
1977	69.2	70.7	72.0	73.4	1.4	2.2	1.9	2.0	7.8	8.2	7.7	7.6
1978	74.6	76.1	77.7	79.3	1.6	2.0	2.1	2.0	7.8	7.6	7.9	8.0
1979	80.7	82.4	84.2	86.4	1.8	2.1	2.2	2.6	8.2	8.3	8.4	9.0
1980	88.4	90.8	93.5	95.8	2.3	2.8	2.9	2.5	9.5	10.2	10.9	10.9
1981	97.4	100.0	102.7	105.0	1.7	2.6	2.7	2.2	10.2	10.1	9.9	9.6
Manufacturing												
1976	–	–	65.5	67.3	–	–	–	2.7	–	–	–	–
1977	68.3	69.6	71.3	72.8	1.6	2.0	2.3	2.2	–	–	8.8	8.3
1978	74.1	75.3	77.1	79.2	1.7	1.7	2.4	2.7	8.4	8.1	8.2	8.7
1979	80.5	82.1	83.7	86.6	1.7	2.0	1.9	3.4	8.7	9.1	8.6	9.4
1980	88.8	91.3	93.8	96.1	2.6	2.6	2.8	2.4	10.3	11.1	12.0	11.0
1981	97.7	100.0	102.6	104.7	1.7	2.3	2.6	2.0	10.1	9.6	9.4	8.9
Nonmanufacturing												
1976	–	–	68.2	69.2	–	–	–	1.4	–	–	–	–
1977	70.1	71.7	72.8	74.1	1.2	2.4	1.5	1.8	–	–	6.6	7.0
1978	75.1	76.9	78.3	79.4	1.5	2.3	1.9	1.4	7.2	7.2	7.6	7.3
1979	80.9	82.7	84.8	86.2	1.9	2.2	2.5	1.7	7.7	7.6	8.2	8.5
1980	88.0	90.4	93.1	95.5	2.0	2.8	3.0	2.6	8.8	9.5	9.9	10.8
1981	97.1	100.0	102.8	105.2	1.7	3.0	2.8	2.3	10.4	10.6	10.4	10.2
Nonunion												
1975	–	–	65.2	66.3	–	–	–	1.6	–	–	–	–
1976	67.6	68.7	69.5	70.8	2.0	1.6	1.1	1.8	–	–	6.5	6.8
1977	71.8	73.0	74.3	75.4	1.5	1.7	1.7	1.6	6.2	6.2	6.9	6.6
1978	77.0	78.8	80.2	81.1	2.2	2.2	1.9	1.1	7.3	7.9	8.0	7.6
1979	82.8	84.4	86.0	88.0	2.1	1.9	1.9	2.3	7.5	7.2	7.3	8.5
1980	90.2	91.8	93.4	95.1	2.5	1.7	1.8	1.8	8.9	8.7	8.6	8.0
1981	98.2	100.0	101.6	103.2	3.3	1.8	1.6	1.6	8.9	9.0	8.8	8.5
Manufacturing												
1976	–	–	69.5	70.6	–	–	–	1.7	–	–	–	–
1977	72.1	73.3	74.8	75.9	2.1	1.6	2.0	1.5	–	–	7.6	7.4
1978	77.6	78.8	79.9	81.9	2.2	1.6	1.3	2.6	7.6	7.5	6.8	7.9
1979	83.3	84.7	86.0	88.4	1.7	1.7	1.6	2.7	7.3	7.4	7.7	7.9
1980	91.0	92.3	93.4	95.4	3.0	1.4	1.2	2.1	9.3	9.0	8.6	7.9
1981	97.9	100.0	101.7	103.3	2.7	2.1	1.7	1.6	7.6	8.4	8.9	8.3
Nonmanufacturing												
1976	–	–	69.5	70.8	–	–	–	1.9	–	–	–	–
1977	71.6	72.9	74.0	75.2	1.2	1.7	1.6	1.6	–	–	6.6	6.2
1978	76.8	78.7	80.4	80.8	2.1	2.5	2.1	.5	7.2	8.0	8.6	7.5
1979	82.6	84.3	86.0	87.9	2.3	2.0	2.1	2.1	7.6	7.1	7.1	8.8
1980	89.9	91.5	93.4	95.0	2.3	1.9	2.0	1.7	8.8	8.6	8.6	8.1
1981	98.3	100.0	101.6	103.2	3.5	1.7	1.6	1.6	9.4	9.2	8.8	8.6
Workers, by region:[4]												
Northeast												
1975	–	–	66.8	67.8	–	–	–	1.4	–	–	–	–
1976	68.4	69.3	71.1	72.3	.9	1.4	2.5	1.7	–	–	6.3	6.6
1977	73.1	74.5	75.8	77.0	1.1	2.0	1.7	1.5	6.8	7.5	6.7	6.5
1978	78.3	79.6	81.0	82.4	1.8	1.6	1.8	1.8	7.2	6.8	6.8	7.1
1979	83.6	85.1	86.5	88.4	1.5	1.7	1.7	2.1	6.8	6.9	6.9	7.3
1980	90.6	92.5	94.2	96.0	2.5	2.1	1.9	1.9	8.3	8.7	8.9	8.6
1981	98.3	100.0	101.7	104.4	2.4	1.7	1.7	2.7	8.5	8.1	7.9	8.8
South												
1975	–	–	63.6	64.5	–	–	–	1.5	–	–	–	–
1976	66.0	66.9	68.0	68.9	2.4	1.3	1.7	1.3	–	–	7.0	6.8
1977	69.9	71.4	72.7	73.6	1.5	2.2	1.9	1.2	5.8	6.8	7.0	6.9
1978	75.8	77.4	79.2	80.4	3.0	2.2	2.3	1.6	8.5	8.4	8.8	9.3
1979	82.5	83.6	85.3	87.3	2.6	1.7	1.7	2.4	8.6	8.3	7.7	8.5
1980	89.7	91.4	93.2	94.9	2.8	1.9	1.9	1.9	8.8	9.0	9.3	8.8
1981	98.0	100.0	101.9	102.8	3.3	2.0	1.9	.9	9.3	9.4	9.4	8.3
North Central												
1975	–	–	63.9	65.3	–	–	–	2.3	–	–	–	–
1976	66.3	67.4	68.4	70.2	1.5	1.6	1.5	2.6	–	–	7.1	7.4
1977	70.7	71.8	73.2	74.9	.7	1.5	2.0	2.4	6.6	6.5	7.0	6.8
1978	75.9	77.7	78.9	80.1	1.3	2.3	1.6	1.5	7.4	8.2	7.8	6.9
1979	81.7	83.7	85.4	87.6	1.9	2.5	2.0	2.6	7.5	7.9	8.2	9.4
1980	89.7	91.6	93.3	95.3	2.4	2.0	1.9	2.2	9.9	9.3	9.2	8.8
1981	98.1	100.0	101.6	103.3	3.0	1.9	1.6	1.7	9.4	9.2	9.0	8.4

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Series	Indexes (June 1981 = 100)				Percent change							
					3 months ended—				12 months ended—			
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
	Wages and salaries—Continued											
West												
1975	–	–	61.8	63.1	–	–	–	2.1	–	–	–	–
1976	65.2	66.7	67.1	68.1	3.3	2.3	.5	1.6	–	–	8.6	8.0
1977	69.9	71.1	72.2	73.5	2.6	1.7	1.5	1.8	7.3	6.7	7.7	7.8
1978	74.9	76.6	78.1	79.2	1.9	2.2	2.0	1.5	7.1	7.6	8.1	7.8
1979	80.8	82.4	84.5	86.0	2.0	2.0	2.5	1.8	7.9	7.7	8.2	8.5
1980	88.2	90.4	93.5	95.3	2.6	2.4	3.4	2.0	9.2	9.6	10.6	10.8
1981	97.9	100.0	103.2	105.1	2.7	2.1	3.2	1.8	10.9	10.7	10.4	10.3
Workers, by area size:[5]												
Metropolitan areas												
1975	–	–	64.1	65.3	–	–	–	1.9	–	–	–	–
1976	66.5	67.5	68.7	70.0	1.9	1.5	1.7	1.9	–	–	7.1	7.2
1977	70.9	72.2	73.4	74.8	1.4	1.8	1.7	1.9	6.7	7.0	7.0	6.9
1978	76.1	77.7	79.2	80.4	1.7	2.1	2.0	1.6	7.2	7.6	7.8	7.5
1979	82.0	83.6	85.4	87.6	2.0	2.0	2.2	2.5	7.8	7.7	7.9	8.9
1980	89.4	91.4	93.5	95.4	2.1	2.2	2.3	2.0	9.1	9.3	9.5	9.0
1981	97.9	100.0	102.1	104.0	2.6	2.1	2.1	1.9	9.5	9.4	9.1	9.0
Other areas												
1975	–	–	63.6	64.6	–	–	–	1.6	–	–	–	–
1976	66.0	67.5	68.1	69.3	2.2	2.4	.9	1.8	–	–	7.1	7.4
1977	70.5	71.9	73.2	74.0	1.6	2.1	1.8	1.1	6.8	6.5	7.4	6.7
1978	76.5	78.2	79.6	80.6	3.4	2.3	1.7	1.3	8.6	8.8	8.7	9.0
1979	82.3	84.0	85.4	87.0	2.1	2.1	1.8	1.9	7.6	7.4	7.3	7.9
1980	90.1	91.5	92.9	95.1	3.6	1.6	1.5	2.4	9.5	8.9	8.9	9.4
1981	98.3	100.0	101.8	103.1	3.3	1.7	1.8	1.3	9.1	9.2	9.5	8.4
State and local government workers												
1981	–	100.0	105.0	107.0	–	–	5.0	1.9	–	–	–	–
Workers, by occupational group:												
White-collar workers												
1981	–	100.0	105.4	107.5	–	–	5.4	2.0	–	–	–	–
Blue-collar workers												
1981	–	100.0	103.9	105.5	–	–	3.9	1.5	–	–	–	–
Workers, by industry division:												
Services												
1981	–	100.0	105.5	107.6	–	–	5.5	2.0	–	–	–	–
Schools												
1981	–	100.0	105.7	107.7	–	–	5.7	1.9	–	–	–	–
Elementary and secondary												
1981	–	100.0	106.0	107.9	–	–	6.0	1.8	–	–	–	–
Hospitals and other services[4]												
1981	–	100.0	104.6	107.3	–	–	4.6	2.6	–	–	–	–
Public administration[2]												
1981	–	100.0	103.8	105.5	–	–	3.8	1.6	–	–	–	–

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[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social, and health services.

[5] The indexes for this series are not strictly comparable to those for the aggregate, occupational, and industry series. See G. Donald Wood, Jr., "Estimation procedures for the Employment Cost Index," Monthly Labor Review, May 1982.

– Dashes indicate data not available.

Table 10. Average percent changes in wages[1] and compensation provided by major collective bargaining settlements[2] during 4-quarter periods

Measure	Four quarters ending											
	1979				1980				1981			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
Compensation adjustments:[3]												
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.4	9.7	10.2
Over life of contract[4]	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	8.4	8.3
Wage adjustments in—												
All industries:												
First year	7.0	7.9	7.6	7.4	7.6	7.7	9.1	9.4	9.2	9.9	9.7	9.9
Contracts with cost-of-living adjustment clauses	3.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0
Contracts without cost-of-living adjustment clauses	7.7	8.8	9.1	9.1	9.3	10.4	11.4	11.7	10.4	11.1	10.7	10.6
Over life of contract[4]	6.3	6.7	6.1	6.0	6.1	6.1	6.9	7.1	7.1	7.6	8.0	7.9
Contracts with cost-of-living adjustment clauses	5.3	5.3	4.7	4.5	4.6	4.3	4.9	5.0	5.2	5.6	5.7	5.5
Contracts without cost-of-living adjustment clauses	6.9	7.9	8.0	8.0	8.2	9.1	10.1	10.3	9.3	9.5	8.9	8.8
Manufacturing:												
First year	8.2	9.3	7.4	6.9	6.9	6.4	6.9	7.3	7.1	7.5	7.4	7.2
Over life of contract[4]	6.9	7.8	5.8	5.4	5.3	4.9	5.1	5.5	5.4	5.8	6.0	6.1
Nonmanufacturing:												
First year	6.6	7.4	7.8	8.0	8.8	10.2	10.7	10.9	10.8	11.2	11.4	11.2
Over life of contract[4]	6.1	6.4	6.5	6.8	7.1	8.5	8.3	8.3	8.3	8.6	9.4	8.8
Construction:												
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.3	13.6	13.6	13.9	13.6	13.5
Over life of contract[4]	6.4	8.0	8.2	8.3	8.4	10.0	11.3	11.5	11.6	11.9	11.4	11.3

[1] Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Limited to settlements involving 5,000 workers or more.

[4] Annual rate of change.

p = preliminary.

Table 11. Average percent changes in wages[1] and compensation provided by major collective bargaining settlements[2] by year and by quarter

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982 p
							IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[3]																
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.5	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.8
Over life of contract[4]	6.6	6.2	6.3	6.6	7.1	8.3	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.1
Wage adjustments in—																
All industries:																
First year	8.4	7.8	7.6	7.4	9.5	9.8	6.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0	2.2
Contracts with cost-of-living adjustment clauses	8.4	8.0	7.1	6.2	8.0	6.0	5.2	6.5	6.7	9.5	7.2	7.6	7.7	4.9	9.0	.5
Contracts without cost-of-living adjustment clauses	8.3	7.6	8.0	9.1	11.7	10.6	8.7	10.8	11.2	12.7	11.5	6.9	12.8	11.8	8.1	7.9
Over life of contract[4]	6.4	5.8	6.4	6.0	7.1	7.9	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7	2.0
Contracts with cost-of-living adjustment clauses	5.7	5.0	5.3	4.6	5.0	5.5	4.2	4.7	4.4	5.4	5.3	6.1	6.7	4.6	4.6	.3
Contracts without cost-of-living adjustment clauses	7.3	6.9	7.1	8.0	10.3	8.8	7.7	9.2	10.0	11.3	9.8	6.3	10.5	9.3	8.1	7.5
Manufacturing:																
First year	8.9	8.4	8.3	6.9	7.4	7.2	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6	1.9
Over life of contract[4]	6.0	5.5	6.6	5.4	5.4	6.1	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4	1.8
Nonmanufacturing:																
First year	7.7	7.4	7.4	8.0	10.9	11.2	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	2.4
Over life of contract[4]	6.8	6.0	6.4	6.8	8.3	8.8	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.0
Construction:																
First year	6.1	6.3	6.5	8.8	13.6	13.5	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4	9.3
Over life of contract[4]	6.2	6.3	6.2	8.3	11.5	11.3	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9

[1] Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases quaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Limited to settlements involving 5,000 workers or more.

[4] Annual rate of change.

p = preliminary.

Table 12. Average percent effective wage adjustments provided by major collective bargaining agrsements[1]

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982
							IV	I	II	III	IV	I	II	III	IV	I p
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	0.9
Adjustments resulting from—																
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.1
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.5
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6	.2
Total in—																
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.8
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.1
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.8
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.2	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.9
Services	5.7	6.7	8.8	7.0	8.1	9.6	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.4

[1] Data relate to private nonfarm industry agreements covering 1,000 production and related workers or more in manufacturing and 1,000 nonsupervisory workers or more in nonmanufacturing industries.

NOTE Because of rounding and compounding, sums of individual items may not equal totals.

p = prelimnary.

Table 13. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	July 81	10.1	9.9	10.7	9.9	9.6
Northeast	July 81	9.7	9.5	9.8	9.4	9.2
Albany-Schenectady-Troy	September 81	8.6	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 81	9.5	10.3	8.0	8.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passiac	June 81	8.9	10.2	7.8	9.0	10.4
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	June 81	11.0	–	14.5	8.2	5.1
Providence-Warwick-Pawtucket	June 81	9.5	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 81	9.5	6.5	10.7	9.4	7.0
York	February 82	9.2	10.0	8.3	10.4	8.8
South	July 81	10.2	10.4	12.0	10.0	9.3
Atlanta	May 81	9.4	13.8	13.7	10.9	9.3
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 81	11.1	11.0	10.8	9.6	8.7
Huntsville	February 82	7.0	–	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 81	9.7	12.4	–	–	9.8
Washington	March 81	9.1	8.4	6.7	8.4	13.9
North Central	July 81	10.1	9.6	10.6	10.0	10.0
Chicago	May 81	9.7	9.8	9.2	9.2	9.7
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 81	12.5	11.7	12.7	10.8	11.2
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 81	9.7	8.4	9.1	8.9	9.8
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 81	10.4	10.1	11.2	9.2	9.7
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 13. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 81	9.6	10.6	10.3	9.5	9.3
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 81	11.5	10.5	9.7	11.0	11.5
Wichita	April 81	10.7	7.8	14.1	12.2	10.9
West	July 81	10.8	10.5	11.1	10.3	9.7
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 81	9.9	7.7	–	11.5	11.8
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 81	10.6	7.9	11.7	12.4	12.3
San Jose	March 81	11.3	10.9	9.1	12.1	9.3
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981								1982			
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Major bargaining settlements		x			x			x				x
State and local government settlements				x			x				x	
Employment Cost Index			x			x			x			x
Other articles											x[1]	
Index to wage and benefit changes in preceding year										x		

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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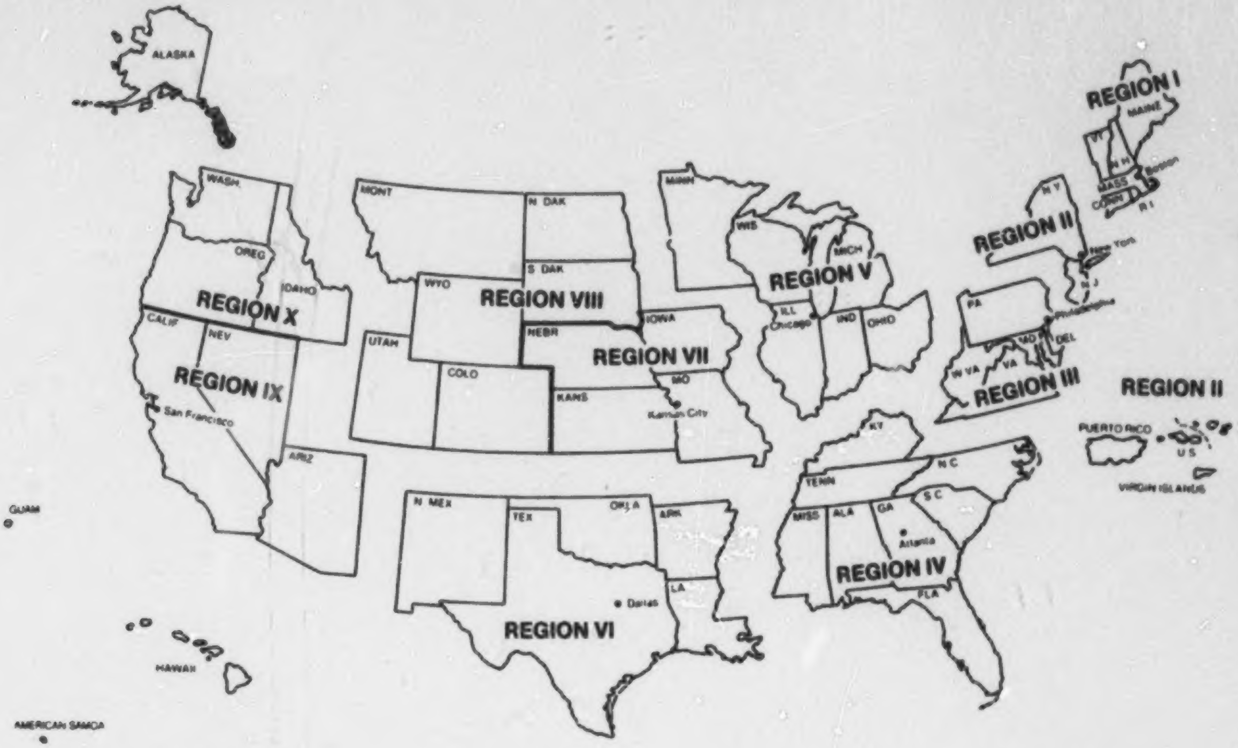

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CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
June 1982

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A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1, 1985. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

June 1982 Volume 34 Number 6

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

International Harvester settles. International Harvester Co.'s efforts to return to profitability were enhanced when the Auto Workers agreed to a new contract that a company official said, bears a "family resemblance" to the concession agreements negotiated by General Motors Corp. and Ford Motor Co. (See *Current Wage Developments,* April 1982, p. 1, and March 1982, p. 1.)

The Harvester accord, like the two automobile agreements, did not provide for any specified wage increases over its 29-month term and called for 18-month deferrals of each of the first three quarterly cost-of-living adjustments that would normally have been effective in 1982. The Harvester accord also followed the lead of GM and Ford in eliminating paid personal holidays.

One difference was in the profit-sharing plan adopted at Harvester. Union vice president Stephen Yokich said that the plan provides for workers to receive part of the very first dollar of profit earned by the company during the fiscal years beginning on November 1 of 1982 and 1983. At Ford and GM, workers participate only if profits exceed specified levels.

Despite this, there were no indications when there would be a profit to share. Company chairman and chief executive officer Archie McCardell, who resigned shortly after the settlement, had earlier predicted a loss of more thn $500 million for the current fiscal year, compared with a total loss of $790 million during the 2 preceding years.

If Harvester returns to profitability and the earnings exceed $300 million in two successive quarters, the agreement, which superseded the balance of a contract scheduled to expire on September 30, 1982, is subject to reopening on economic issues.

The settlement also called for Harvester to infuse $6 million into the SUB plan; for adoption of a plan to assure employment opportunities, job security, and greater worker involvement in corporate decisions; and for stronger employee protection on potential plant closings and contracting out of work.

Yokich also said that Harvester management had told union bargainers that the company was determined to become a model of good labor relations and would strive to "absolutely set the standard (in the industry) for goodwill" with its workers. Some industry observers have attributed Harvester's financial problems to the bitter 1979 confrontation between the union and company, which culminated in a 6-month strike, and to the following adverse economic conditions that also hit other manufacturers of farm and construction equipment and trucks.

The new pact affected 20,000 active employees at plants in nine States; 10,000 others from the bargaining unit were on layoff. Overall, company employment was less than 65,000, compared with 93,000 in 1979.

American Motors wins employee loan. The round of wage concession bargaining continued in the automobile industry, as American Motors Corp. and the Auto Workers negotiated a new contract that featured an Employee Investment Plan (EIP) under which the 14,000 workers will lend the company about $110 million by deferring normal wage and benefit provisions. (See *Current Wage Developments,* April 1982, p. 1, and March 1982, p. 1, for terms of the unions' settlements with General Motors Corp. and Ford Motor Co.)

Raymond Majerus, secretary-treasurer of the union, and head of its American Motors Department, said the loan approach was used to provide the company with a substantial amount of money needed to develop "a new line of high quality autos." The money to be lent to the company will be accumulated by "banking" or deferring to January 6, 1985, the effective date of 3-percent pay increases that would normally have been effective in September of 1982 and 1983. Workers also will permanently lose a 3-percent increase that would normally have been effective in September 1984. Money for the loan also would be accumulated by:

- Deferring to December 3, 1984, the six quarterly automatic cost-of-living adjustments that would have normally been effective in March, June, September, and December of 1982 and in March and June of 1983. If the total calculated amounts of these adjustments exceed $1.20 an hour, the excess will be paid on the "normal" quarterly adjustment date. Beginning in September 1983, the workers will receive their usual quarterly adjustments.
- Banking 21 days' pay until 1985. This will be accomplished by giving up 5 days of holiday or vacation pay in 1982, 8 days in 1983, and 8 days in 1984.

The amount that the workers lose by deferring these wage increases and pay for holidays will be repaid, with 10 percent compound interest, beginning in 1985 and concluding not later than 1989, even if the company is operating at a loss.

One of the formulas calls for American Motors to allocate an amount for repayment purposes equal to the greater of 25 percent of its automotive profits (during the preceding year) or all profit in excess of 4 percent of sales. If there is no profit or the profit is too small for payment purposes, the UAW can opt for a formula calling for American Motors to repay $100 for each of the first 200,000 vehicles produced (U.S. and Canada) in a year plus $150 for each additional vehicle, plus 10 percent of company profits after application of this alternate formula. Other provisions intended to aid the company include delays in the effective dates of certain benefits for new employees.

In return for the union aid, the company agreed to keep the three plants open to the September 1985 termination date of the contract, except in the "gravest economic circumstances." The plants are in Toledo, Ohio and Milwaukee and Kenosha, Wis.

Other provisions include a company pledge to manage all employment cutbacks—except those resulting from reduced sales—through attrition; to give the union 60 days' notice of major "outsourcing" (contracting out) decisions; to also apply wage-benefit cost-saving measures to nonunion employees and to reduce the number of supervisors; adoption of a company-financed legal services plan; and a provision for reopening the agreement if AMC and Renault vehicles produced in the United States or imported exceed 300,000 units in any 6 consecutive months. The new contract superseded the balance of agreements scheduled to expire in September 1983.

The American Motors accord left Chrysler Corp. as the only "Big 4" automaker that still has to settle with the UAW in 1982. The current Chrysler agreement, negotiated in late 1979 and scheduled to expire in September 1982, provided for a smaller wage and benefit package than the essentially identical agreements GM and Ford had negotiated in that year. Subsequently, in January of 1980 and 1981, Chrysler employees agreed to further cuts from the GM-Ford pattern.

Apartment buildings agreement. In New York City, 30,000 employees of 3,500 apartment buildings were covered by a settlement between the Service Employees and the Realty Advisory Board. Wage terms included raises of $24 a week immediately, $21 in the second year, and $20 in the final year. The cost-of-living adjustment formula also was revised to provide for pay increases if the Consumer Price Index rises more than 8.5 percent in a year.

Benefit provisions included an 11th paid holiday—with individual employees given the choice of selecting Good Friday, Yom Kippur, or the birthday of Dr. Martin Luther King; and full, instead of 70 percent, pay for unused sick leave.

Early retirement for insurance workers. Three major insurance companies offered special early retirement inducements to 3,600 employees to help reduce operating costs in the face of a slowdown in sales resulting from increased competition and the economic recession. Two of the companies—Metropolitan Life Insurance Co. and Continental Corp. indicated that the retirement inducements were an alternative to possible layoffs.

At Metropolitan, the offer applied to 500 workers at its New York City and San Francisco regional headquarters, which were recently reorganized. The workers, mostly in their fifties, were offered payments up to 1.5 years' salary as an inducement to opt for early pensions. The company also reported that it had eliminated 9,000 sales agent jobs through attrition during the last 10 years.

At Continental, 900 of 1,400 eligible employees had already accepted the offer, which included lump-sum payments up to 6 months' pay plus special pension supplements continuing to age 62.

Prudential Insurance Co.'s offer to 1,700 workers included cash payments up to a year's salary. The company said that the offer—expected to be accepted by 300 to 400 of the workers—would relieve "surplus staffing" and also open promotions to more women and members of minority groups.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
	MANUFACTURING	
FOOD AND KINDRED PRODUCTS		
Meat Trade Institute, Inc. (including Kosher Master Contract and Provision Manufacturers Assn.) New York and New Jersey United Food and Commercial Workers—2,500	6.5 percent 6/82	Deferred increase negotiated 6/80 (CWD June 1981).
Wholesale bread and cake bakeries East-Central States Bakery, Confectionery and Tobacco Workers—8,000	85 cents 6/82	Deferred increase negotiated 6/81 (CWD Sept. 1981).
Kellogg Co. Battle Creek, Mich. Grain Millers—2,500	30 cents 4/1/82	3-year agreement negotiated 4/82 also provided 3 percent 2d and 30 cents 3d year; see CWD Mar. 1982 for detailed changes in benefits negotiated as part of a benefit package for all Kellogg locations.
Pabst and Miller brewing companies Milwaukee, Wis. Brewery Workers—1,600	$1 hour 6/1/82	Deferred increase negotiated 5/24/81 (CWD Sept. 1981).
The Great Western Sugar Co. (maintenance and processing employees) Kans., Nebr., Mont., Wyo., and Colo. Teamsters (Ind.)—2,000	9.7 percent 6/1/82	Deferred increase negotiated 6/81 (CWD Feb. 1982).
J.R. Simplot Co. Caldwell, Idaho Teamsters (Ind.)—1,100	See next column 5/1/82	6 percent deferred increase negotiated 5/81 (CWD Sept. 1981) and 3 cents automatic annual cost-of-living adjustment.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Ore-Ida Foods, Inc. Burley, Idaho United Food and Commercial Workers—850	6 percent 6/82	Deferred increase negotiated 6/80 (CWD Aug. 1980); see CWD July 1981.
Wholesale bakers groups (drivers) Southern California Teamsters (Ind.)—4,000	$11 week 6/6/82	Deferred increase negotiated 6/81 (CWD Feb. 1982).
Dried Fruit Industry Fresno and Monterey counties, Calif. Teamsters—1,800	20 cents 4/1/82	3-year agreement negotiated 4/82 also provided: cost-of-living adjustments effective 4/83 and 4/84 of 1 cent for each 0.4-movement in the BLS-CPI reported in Mar. up to a maximum of 50 cents; see CWD Oct. 1981.
LUMBER AND WOOD PRODUCTS		
Potlatch Corp. (formerly Potlatch Forest Industries, Inc.) Idaho Woodworkers—2,300	70 cents 6/1/82	Deferred increase negotiated 6/1/80 (CWD Oct. 1980); see CWD June 1981.
Western States Wood Products Employers Association (Boise Cascade Corp., Champion International Co., Crown Zellerbach Corp., Georgia-Pacific Corp., International Paper Co., ITT Rayonier Inc., Louisiana-Pacific Corp., Publishers Paper Co. Simpson Timber Co., and Weyerhaeuser Co.) Oreg., Wash., Calif., Idaho, Mont., and Alaska Woodworkers; Lumber, Production & Industrial Workers—37,000	70 cents 6/1/82	Deferred increase negotiated 5/80 (CWD July 1980); see CWD June 1981.
Diamond International Idaho, Mont., and Oreg. Woodworkers; Lumber, Production and Industrial Workers—1,300	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.
Simpson Timber Co. Calif., Oreg., and Wash. Woodworkers; Lumber, Production and Industrial Workers—5,200	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1978.
St. Regis Paper Co. Washington and Montana Carpenters and Joiners; Woodworkers—1,200	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
LUMBER AND WOOD PRODUCTS—Continued		
American Forest Products, Pickering Lumber Co., Mich-Cal Lumber Co. (also known as Central Calif. "Big Three") California Carpenters and Joiners—4,500	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.
Bendix Corp., Bendix Forestry Div. California Various—1,000	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.
Willamette Industries, Inc. Oregon Woodworkers; Lumber, Production & Industrial Workers —1,400	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.
Roseburg Lumber Co. Oregon Woodworkers; Lumber, Production & Industrial Workers —2,800	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.
Edward J. Hines Lumber Co. Oregon Woodworkers; Lumber, Production & Industrial Workers —1,400	70 cents 6/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD June 1981.
PAPER AND ALLIED PRODUCTS		
Scott Paper Co., S.D. Warren Div. Westbrook, Maine Paperworkers—1,100	8.5 percent 6/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD June 1980.
James River Co. (formerly Brown Co.) Berlin and Gorham, N.H. Paperworkers—1,450	8.8 percent 6/25/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD Oct. 1979.
Hammermill Paper Co. Lock Haven and Castanea, Pa. Paperworkers—850	65 cents 6/20/82	Deferred increase negotiated 6/81 (CWD Nov. 1981); see CWD June 1980.
International Paper Co., Multiple Mill Group S.C., Ala., Fla., Miss., Ark., and La. Paperworkers; Firemen and Oilers—8,000	4 percent 6/1/82	Deferred increase negotiated 6/79 (CWD June 1980); see CWD June 1981.
Union Camp Corp. Savannah, Ga. Paperworkers—2,000	8 percent 6/1/82	Deferred increase negotiated 6/80 (CWD Sept. 1980); see CWD June 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS—Continued		
Hudson Pulp and Paper Palatka, Fla. Paperworkers—1,500	8 percent 6/1/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD June 1981.
Scott Paper Co. Mobile, Ala. Paperworkers—2,500	8 percent 6/1/82	Deferred increase negotiated 9/80 (CWD Feb. 1981); see CWD July 1981.
Continental Can Co., Inc. Hodge, La. Paperworkers—800	8 percent 6/30/82	Deferred increase negotiated 6/80 (CWD Aug. 1980); see CWD June 1981.
Champion International Corp. Pasadena, Tex. Paperworkers—1,100	8 percent 6/1/82	Deferred increase negotiated 8/80 (CWD Oct. 1980); see CWD June 1981.
Container Corp. of America Ohio and Pennsylvania Paperworkers—2,200	8 percent 6/19/82	Deferred increase negotiated 6/80; see CWD July 1981.
Packaging Corp. of America Rittman, Ohio Paperworkers—750	8 percent 6/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD June 1980.
Nekoosa-Edwards Paper Co. Nekoosa and Port Edwards, Wis. Paperworkers—1,500	8 percent 6/1/82	Deferred increase negotiated 9/81 (CWD Nov. 1981); see CWD Aug. 1980.
Potlatch Corp., Northwest Paper Div. Colquet and Brainerd, Minn. Paperworkers—1,450	82 cents 6/15/82	Deferred increase negotiated 9/81 (CWD Oct. 1981); see CWD June 1980.
West Coast Paper and Paper Converting Industry Calif., Ore., and Wash. Printing and Graphic Communications—3,000	80 cents 6/16/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD June 1981.
Longview Fibre Co. Longview, Wash. Western Pulp and Paperworkers (Ind.)—1,550	8 percent 6/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD June 1980.
Scott Paper Co., West Coast Div. Everett, Wash. Western Pulp and Papermakers (Ind.)—1,400	90 cents 6/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD June 1980.
PRINTING AND PUBLISHING		
Union Employees Assn., div. of Printing Industry of Illinois Chicago, Ill. Graphic Arts—1,000	43.6 cents 12/81	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRINTING AND PUBLISHING—Continued		
Chicago Lithographers Assn., Inc. Chicago, Ill. Graphic Arts—4,200	2 cents 4/82	Automatic semiannual cost-of-living adjustment; previously provided 68 cents in 10/81; see CWD May 1981.
Printing Industries of Twin Cities Minneapolis-St. Paul, Minn. Graphic Arts—1,300	2.5 percent 6/1/82	Deferred increase negotiated 6/80 (CWD July 1981); see below.
Printing Industries of the Twin Cities Minneapolis and St. Paul, Minn. Graphic Arts—1,300	97 cents 12/1/82	Automatic semiannual cost-of-living adjustment; previously received 44 cents cost-of-living adjustments in both 12/80 and 6/81; no recent listing.
Twin City Commercial Printers Minneapolis and St. Paul, Minn. Graphic Arts—1,200	97 cents 12/1/81	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1981.
Employing Lithographers of Los Angeles Los Angeles, Calif. Graphic Arts—1,000	55 cents 5/1/82	Automatic semiannual cost-of-living adjustment; see CWD Jan. 1982.
CHEMICALS AND ALLIED PRODUCTS		
Merck & Co., Inc. New Jersey and Pennsylvania Oil, Chemical and Atomic Workers—3,000	See next column 5/1/82	Increase consists of 6.58 percent wage increase negotiated in 4/81 (Oct. 1981), 4 cents automatic quarterly cost-of-living adjustment and 38 cents due from contract to raise cost-of-living payments for first contract year to guaranteed 93 cents; see CWD May 1982.
Celanese Corp. Narrows, Va.; Cumberland, Md.; and Rock Hill, S.C. Amalgamated Clothing and Textile Workers—4,000	57 cents 6/19/82	Deferred increase negotiated 6/80 (CWD June 1981).
Union Carbide Corp., Nuclear Div., Y-12 plant Oak Ridge, Tenn. Trades Council—2,800	9 percent 6/19/82	Deferred increase negotiated 8/81 (CWD Oct. 1981).
Dow Chemical Co. Midland, Mich. Steelworkers—4,450	2 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1981.
Rockwell International Corp., Energy Systems Group Richland, Wash. Hanford Atomic Metal Trades Council—1,400	1.6 percent 4/4/82	Automatic annual cost-of-living adjustment.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
B.F. Goodrich Co. Various locations Rubber Workers—8,700	See next column 4/21/82	3-year agreement negotiated 4/19/82 provided: no specific wage increase; cost-of-living formula continued to provide quarterly adjustments of 1 cent an hour for each 0.26-movement in the BLS-CPI-W (1967 = 100) beginning 7/5/82; $185 week (was $125) sickness and accident benefit; $16.50 (was $15) month pension benefit; established medical surveilance program, established Early Action Committee to help avert plant closings; see Wage Highlights of May issue 1982.
Goodyear Tire & Rubber Co. Various locations Rubber Workers—18,000	See next column 4/21/82	3-year agreement negotiated 4/30/82 provided; terms generally similar to B.F. Goodrich listed above; see CWD May 1982.
Firestone Tire &Rubber Co. Various locations Rubber Workers—9,500	See next column 4/21/82	3-year agreement negotiated 5/3/82 provided; terms generally similar to B.F. Goodrich listed above; see CWD May 1982.
LEATHER AND LEATHER PRODUCTS		
Brown Shoe Co. Various locations Clothing and Textile Workers; Food and Commercial Workers —9,000	18 cents 6/7/82	Deferred increase negotiated 8/80 (CWD Oct. 1980); see CWD Dec. 1981.
Interco-Florisheim Shoe Co. Various locations Clothing and Textile Workers; Food and Commercial Workers —8,000	18 cents 6/7/82	Deferred increase negotiated 9/80 (CWD Dec. 1980); see CWD Dec. 1981.
STONE, CLAY, AND GLASS PRODUCTS		
National refractories agreement Various locations United Brick and Clay Workers —1,500	4 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
J.H. Williams Co., a div. of TRW Inc. Buffalo, N.J. Steelworkers—900	7.5 percent 6/7/82	Deferred increase negotiated 6/81 (CWD Aug. 1981).
Owens-Corning Fiberglas Corp. Newark, Ohio Glass Bottle Blowers, Machinists, and Electrical Workers (IBEW)—1,800	8 percent 6/82	Deferred increase negotiated 5/81 (CWD Oct. 1981).
PRIMARY METAL INDUSTRIES		
Aluminum Co. of America Various locations Steelworkers—10,500	15 to 28 cents 6/7/82	Deferred increase negotiated 5/29/80 (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increment increase between 27 job grades; see CWD Apr. 1982.
Aluminum Co. of America Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—9,000	15 to 28 cents 6/7/82	Deferred increase negotiated 5/29/80 (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increase in increment pay between 27 job classes; see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Kaiser Aluminum and Chemical Corp. Various locations Steelworkers—10,000	15 to 30 cents 6/7/82	Deferred increase negotiated 5/29/80 (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increment increase between 31 job grades; see CWD Apr. 1982.
Reynolds Metals Co. Various locations Steelworkers—8,000	15 to 28 cents 6/7/82	Deferred increase negotiated 5/29/80 (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increment increase between 27 job classes; see CWD Apr. 1982.
Reynolds Metals Co. Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—6,000	15 to 27 cents 6/7/82	Deferred increase negotiated 5/29/80 (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increment increase between 24 job classes; see CWD Apr. 1982.
Reynolds Metals Co., Alloys Plants and Reduction Plant Listerhill, Ala., area Trades Council, Machinists, Firemen and Oilers —1,100	15 to 27 cents 6/7/82	Deferred increase negotiated 5/80 (CWD Jan. 1981)—increase consists of 15 cents general increase plus 0.5 cent increment increase between 24 job classes; see CWD Apr. 1982.
Ohio Ferro-Alloys Corp. Powhatan Point and Philo (Canton), Ohio and Mt. Meigs (Montgomery), Ala. Steelworkers—1,000	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment—previously received 13 cents effective 1/1/82; see CWD Feb. 1982.
Wheeling-Pittsburgh Steel Corp., Ohio River Valley Plants Steubenville, Martins Ferry and Yorkville, Ohio; Beech Bottom and Benwood, W. Va. Steelworkers—7,500	See next column 4/5/82	19-month agreement negotiated 4/82 provided for elimination of 23 cent-per-hour increase scheduled for 8/1/82; elimination 1 week of vacation and vacation bonus in both 1982 and 1983; elimination of 5 holidays in 1982, 7 in 1983, and 1 in 1984; time and one-quarter Sunday work premium (was time and one-half regular rates); savings from concessions invested in preferred stock held in trust for each employee and earns annual 5 percent stock dividend; see CWD May 1982.
Wheeling-Pittsburgh Steel Corp., Monogahela Valley Plants Monessen and Allenport, Pa. Steelworkers—3,100	See next column 4/5/82	19-month agreement negotiated 4/82 provided terms similar to Ohio River plants listed above; see CWD May 1982.
National-Standard Co. Worcester, Mass.; Clifton, N.J.; Akron, Ohio; and Niles, Mich. Steelworkers—1,200	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Kennecott Corp. (was Kennecott Copper, Corp.)—smelting and refining operations Various locations Steelworkers and 22 other unions	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Kennecott Corp. (skilled trades) Various locations Steelworkers and 22 other unions	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.

Continued—Selected wage and benefit changes

PRIMARY METAL INDUSTRIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
White Consolidated Industries, Inc., Blaw-Knox Co., Blaw-Knox Foundry & Mill Machinery, Inc. Aetna-Standard Engineering Co. Pa., W. Va., and Ind. Steelworkers—3,000	3 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
American Steel Foundries, a Division of Amsted Industries, Inc. Alliance, Ohio; Hammond and East Chicago, Ind.; and Granite City, Ill. Steelworkers—4,000	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
American Insulated Wire Corp. and North-East Cable Corp. Pawtucket, R.I. and South Attleboro, Mass. Electrical Workers (IBEW)—1,450	51 cents 1/5/82	3-year agreement negotiated 1/82 also provided: 45 cents general wage increases effective both 1/5/83 and 1/5/84; cost-of-living clause continued with maximum adjustments of 10 cents both 1/83 and 1/84; 13th paid holiday; improved pension benefits; see CWD Jan. 1980.
Amax, Inc., U.S. Metals Refining Co. Div. Carteret, N.J. Steelworkers—1,400	9 cents 4/1/82	Automatic quarterly cost-of-lving adjustment; see CWD Mar. 1982.
Revere Copper and Brass, Inc. Goose Pond Island (Scottsboro), Ala. Steelworkers—1,100	15 to 28 cents 6/7/82	Deferred increase negotiated 5/80 (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increase in increment between 27 job grades; see CWD Apr. 1982.
Consolidated Aluminum Corp. Hannibal, Ohio Steelworkers—1,100	15 to 28 cents 6/7/82	Deferred increase negotiated 5/80 (CWD June 1980)—increase consists of 15 cents general wage increase plus 0.5 cent increment increase between 27 job classes; see CWD Apr. 1982.
Ormet Corp. Hannibal, Ohio Steelworkers—1,900	15 to 30 cents 6/7/82	Deferred increase negotiated (CWD June 1980)—increase consists of 15 cents general increase plus 0.5 cent increment increase between 31 job classes; see CWD Apr. 1982.
Wagner Casting Co. Decatur, Ill. Allied Industrial Workers—1,000	21 to 26 cents 6/7/82	Deferred increase negotiated 6/1/80 (CWD Feb. 1981); see CWD Apr. 1982.
ESCO Corp. Portland, Oreg. and various Western States United Foundry and Warehouse Employees (Ind.)—1,000	3 percent 6/1/82	Automatic guaranteed cost-of-living adjustment; see CWD Mar. 1979.
Aserco, Inc. (lead and zinc facilities) Tex., Nebr., Month., Colo., N. Mex., and Idaho Steelworkers—1,400	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Asarco, Inc. Tex., Ariz., and Wash. Steelworkers; Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.) —3,500	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Magma Copper Co. (smelting and refining operations) San Manuel and Superior, Ariz. Steelworkers and other unions —4,500	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Pledge Dodge Corp. (smelting and refining operations) Various locations Steelworkers and other unions	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Aluminum Co. of America Vancouver and Wenatchee, Wash. Aluminum Trades Council —2,100	15 to 28 cents 6/7/82	Deferred increase negotiated 6/80 (CWD July 1981)—increase consists of 15 cents general wage increase plus 0.5 cent increase in increments between 27 job classes; see CWD Apr. 1982.
Intalco Aluminum Corp. Ferndale, Wash. Metal Trades Council	8 cents 4/5/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Teledyne Wah Chang Albany, a subsidiary of Teledyne, Inc. Millersburg (Albany), Oreg. Steelworkers—1,050	9 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
FABRICATED METAL PRODUCTS		
American Can Co., Continental Group, Inc.; National Can Corp., and Crown Cork & Seal Co. Various locations Steelworkers—20,000	5 cents 5/15/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Continental Group, Inc. and American Can Co. Various locations Machinists—3,700	5 cents 5/15/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Commercial Shearing, Inc. Youngstown, Ohio; Chicago, Ill.; and Salt Lake City, Utah Steelworkers—1,200	5 cents 4/1/82	Automatic quarterly cost-of-living adjustment, previously received 22 cents 10/81 and 10 cents 1/81; all adjustments are net amounts after a 3-cent diversion; see CWD Oct. 1981.
Combustion Engineering Inc., Chattanooga, Tenn. Boilermakers—2,200	93 cents 6/29/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD July 1981.
Master Lock Co. Milwaukee, Wis. Automobile Workers —1,250	3 percent 6/82	Deferred increase negotiated 8/80 (CWD July 1981); see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL		
Hyster Co. Various locations United Shop and Service Employees—1,000	4 percent plus 3 cents 6/1/82	4 percent deferred increase negotiated 8/80 (CWD Dec. 1980), plus 3 cents automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Elliot Co., Div. of Carrier Corp. Jeannette, Pa. and Springfield, Ill. Steelworkers—1,600	30 cents 6/15/82	Deferred increase negotiated 3/80 see CWD Apr. 1982.
Torrington Co., Div. of Ingersoll-Rand Co. Torrington, Conn. Automobile Workers—2,600	6 cents 5/82	Automatic annual cost-of-living adjustment, previously provided 1.2 percent in 8/81 and 2 percent in 5/81; see CWD Sept. 1980.
Ingersoll-Rand Co. Painted Post, N.Y. Electrical Workers—1,550	See next column	3-year agreement negotiated 4/6/82 provided: 5 percent on 7/5/82, 6 percent on both 4/4/83 and 4/2/84; cost-of-living clause established—provides 2 percent increase on 2/4/84 if the BLS-CPI-W (1967=100) rises more than 20 percent between December 1981 and December 1983; $13.50 (was $12.50) month pension per year of credited services increasing to $14 on 4/4/83 and to $16 on 4/2/84; $12,000 maximum life insurance (was $10,500); $145 week accident and sickness (was $110 week); no recent listing.
Borg-Warner Corp., York Div. York, Pa. Automobile Workers—2,000	3 cents 4/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Allis-Chalmers Corp. York, Pa. Machinists—1,000	9 percent 6/21/82	Deferred increase negotiated 8/80; agreement also provided for 11.5 percent increase in 8/80 and 10 percent in 6/81; no recent listing.
Holley Carburetor, div. of Colt Industries, Inc. Paris, Tenn. Automobile Workers—1,400	30 cents 6/7/82	Deferred increase negotiated 6/80 (CWD Dec. 1980); see CWD June 1981.
Reed Tool Co. Houston, Tex. Steelworkers—1,300	5 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Rheem Manufacturing Co., Fort Smith Plant Fort Smith, Ark. Steelworkers—1,200	3 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Marion Power Shovel Co., a subsidiary of Pittsburgh Coke and Chemical Corp. Marion, Ohio Steelworkers—1,200	20 cents 6/13/82	Deferred increase negotiated 6/81; see CWD Apr. 1982.
Wean United, Inc. Youngstown, Ohio Steelworkers—1,800	4 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Gardner-Denver Co. Quincy, Ill. Machinists—1,000	3 cents 5/3/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.

Continued—Selected wage and benefit changes

MACHINERY, EXCEPT ELECTRICAL—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Outboard Marine Corp., Evinrude Motors Div. Milwaukee, Wis. Steelworkers—1,000	3 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Harnischfeger Corp. Milwaukee, Wis. Steelworkers—2,200	5 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Sperry Rand Corp., Univac Div. St. Paul, Minn. Electrical Workers (IBEW)—1,750	80 cents 6/27/82	Deferred increase negotiated 6/81; no recent listing.
Allis-Chalmers Corp. Independent, Mo. Steelworkers—1,800	6 cents 5/10/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
California Metal Trades Assn. San Francisco Bay, Calif., area Machinists—2,000	3 cents 4/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.

ELECTRICAL AND ELECTRONIC EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Leviton Manufacturing Co., Inc. West Kingston, R.I. Electrical Workers—1,650	13 cents 5/4/82	Automatic annual cost-of-living adjustment; previously provided 11 cents in 5/81; no recent listing.
New York Lamp and Shade Manufacturers Assn. New York, N.Y., area Electrical Workers (IBEW)—1,500	50 cents 12/16/81	2-year agreement 12/15/81 also provided: 50 cents on 12/16/82; see CWD Oct. 1981.
Bendix Corp., Electrical Components Div. Sidney, N.Y. Machinists—2,500	5 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Amana Refrigeration, Inc. Fayetteville, Tenn. Machinists—1,000	65 cents 12/4/81	3-year agreement negotiated 12/6/81 also provided: 70 cents on both 12/4/82 and 12/4/83; 15 cents and 20 cents shift differentials (was 10 and 15 cents) for 2d and 3d shifts respectively; 2 weeks' vacation after 5 years (was 9 days), 3 weeks after 9 years (was 10 years); $6 (was $5) month pension per each year of credited service effective in 2d year, increasing to $7 in 3d year; $50,000 (was $25,000) major medical, increasing to $75,000 in 2d year; $9,000 (was $8,000) life and accidental death and dismemberment effective in 2d year, increasing to $10,000 in 3d year; see CWD Jan. 1981.
Reliance Electric Co., a subsidiary of Exxon Corp. Cleveland, Ohio, area Electrical Workers (IUE)—1,200	50 cents 6/28/82	Deferred increase negotiated 6/80 (CWD July 1981); see CWD Dec. 1981.
Ford Aerospace and Communications Corp. Connersville, Ind. Electrical Workers (IUE)—1,600	3 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.

Continued—Selected wage and benefit changes

ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GTE Automatic Electric Co. Northlake, Ill. Machinists—1,115	17 cents 4/27/82	Automatic annual cost-of-living adjustment; no recent listing.
Magic Chef Inc., Norge Div. Herrin, Ill. Machinists—1,100	5 cents 6/1/82	Deferred increase negotiated 5/81; also provided for 5 cents increase on 6/1/81; no recent listing.
Cutler-Hammer, Inc., Power Control Division and Specialty Products Group Milwaukee, Wis. Machinists—1,000	35 cents 3/15/82	2-year agreement negotiated 3/18/82 also provided: 50 cents on 3/15/83; $13.25 month pension for each year of credited service (was $12.25), $14.25 month 2d year; $16,000 life insurance and accidental death and dismemberment insurance (was $15,000), $17,000 respectively 2d year; $1,000 year (was $750) maximum dental plan benefit and orthodontic coverage; see CWD July 1980.
Speed Queen Co., an affiliate of Raytheon Co. (formerly McGraw-Edison Co., Speed Queen Div.) Ripon, Omro, and Wautoma, Wis. Steelworkers—1,000	3 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Maytag Co. Newton and Hampton, Iowa Automobile Workers—2,200	3 percent 6/28/82	Deferred increase negotiated 6/80 (CWD July 1980); see CWD Jan. 1982.
GTE Lenkurt San Carlos, Calif. Electrical Workers (IBEW)—950	8 percent 6/22/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD June 1980.

TRANSPORTATION EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Dana Corp. Various locations Automobile Workers—4,700	See next column 3/8/82	See Wage Highlights of May 1982 issue for settlement details; see CWD Jan. 1982.
General Dynamics Corp. Electric Boat Div. Groton, Conn. Marine Draftsmen's Assn.—2,140	6 percent 6/82	Deferred increase negotiated 6/80; 3-year agreement also provided 8 percent 6/80 and 7 percent 6/81; no recent listing.
American Motors Co. Various locations Automobile Workers—14,000	See next column 4/82	See Wage Hightlights for terms of 29-month settlement; no recent listing.
Avco Corp. Lycoming Div. Williamsport, Pa. Automobile Workers—1,150	3 percent 6/21/82	Deferred increase negotiated 6/80 (CWD June 1981); see CWD May 1982.
Avco Corp., Aerostructure Div. Nashville, Tenn. Machinists—2,600	25 cents 6/24/82	Deferred increase negotiated 6/80 (CWD Oct. 1981); see May 1982.
Hayes International Corp. Birmingham, Ala. Automobile Workers—1,800	3 cents 5/82	Automatic quarterly cost-of-living adjustment; see below.

Continued—Selected wage and benefit changes

TRANSPORTATION EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Hayes International Corp. Birmingham, Ala. Automobile Workers—1,800	20 cents 6/82	Deferred increase negotiated 6/80 (CWD June 1981); see CWD May 1982.
Bell Hellicopter Co. Fort Worth, Tex. Automobile Workers—4,000	3 percent 6/15/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD May 1982.
Huffy Corp. Celina, Ohio Steelworkers—1,650	58 cents 6/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD Jan. 1982.
Motor Wheel Corp. Lansing, Mich. Allied Industrial Workers—2,500	20 cents 6/82	Deferred increase negotiated 6/80 (CWD June 1981); see CWD May 1982.
Teledyne Continental Motors, General Products Div. Muskegon, Mich. Automobile Workers—1,100	28 cents 6/21/82	Deferred increase negotiated 6/81 (CWD Sept. 1981); see CWD May 1982.
Solar Turbines, Inc. (previously listed as International Harvester Co.) San Diego, Calif. Machinists—1,600	7 cents 5/3/82	Automatic quarterly cost-of-living adjustment, previously received 25 cents 11/2/81 and 12 cents 2/1/82; 3-year agreement provided 7 percent 7/13/81 and 3 percent effective 7/12/82 and 7/11/83; cost-of-living clause continued to provide quarterly adjustments of 1 cent for each 0.3-movement in the BLS-CPI-W; see CWD June 1981.

INSTRUMENTS AND RELATED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Johnson and Johnson and Ethicon, Inc. New Brunswick and North Brunswick, N.J. Clothing and Textile Workers—1,600	76 cents 6/15/82	Deferred increase negotiated 6/79 (CWD Aug. 1980).
Ametek Inc., U.S. Gauge Div. Sellersville, Pa. Machinists—1,200	5 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
Timex Corp. Little Rock, Ark. Machinists—1,200	See next column	2-year agreement negotiated 4/4/82 provided: 10 cents-an-hour wage increase on 7/1/82 and 18 cents 12/4/82; $95 week sickness and accident benefit (was $85); see CWD Dec. 1980.

MISCELLANEOUS MANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Milton Bradley Co. East Longmeadow, Mass. Retail, Wholesale and Department Store—1,000	45 cents 4/1/82	3-year agreement negotiated 3/27/82 also provided: 50 cents general wage increase on 4/1/83 and 4/1/84; dental plan established; cost-of-living clause continued providing annual adjustments of 2 cents for each 1 point rise in the BLS-CPI-U, after a floor of 10 percent has been reached, to a maximum of 10 cents per year; see CWD Apr. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
NONMANUFACTURING		
MINING		
Bituminous Coal Operators Assn. and other operators Various States United Mine Workers (Ind.)—160,000	65 cents 6/7/82	Deferred increase (including 15 cents guaranteed cost-of-living adjustment) negotiated 5/28/81 (CWD July 1981).
Anthracitite Operators Wage Negotiating Committee Eastern Pennsylvania United Mine Workers (Ind.)—2,000	35 cents 6/1/82	Deferred increase negotiated 5/31/81 (CWD July 1981).
Iron ore mining companies Various locations Steelworkers—16,000	4 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
White Pine Copper Co. White Pine, Mich. Steelworkers—1,100	4 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
The Anamax Mining Co. Twin Buttes Operation Tucson, Ariz. Steelworkers—1,200	4 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
CONSTRUCTION		
Assn. of Bituminous Contractors, Inc. National United Mine Workers (Ind.)—11,000	50 cents 6/82	Deferred increase negotiated 6/24/81 (CWD Feb. 1982).
Pipe Line Contractors Assn. National Plumbers—10,000	See next column 5/1/82	$2.50-journeymen and $1.25-helpers; deferred increase negotiated in 1981 (CWD Aug. 1981).
Construction Industries of Mass.; Building Trades Employers Assn. of Boston and Eastern Mass., Inc.; Associated General Contractors of Mass.; and 2 others Massachusetts Operating Engineers—4,000	$1.35 5/1/82	Deferred increase negotiated 5/15/81 (CWD July 1981); see CWD Dec. 1981.
New England Road Builders Assn. Massachusetts Teamsters (Ind.)—2,000	$1 5/1/82	Deferred increase negotiated 5/8/81 (CWD Aug. 1981); previously received 30 cents on 11/1/81.
Building Trades Employers Assn. Southeastern Mass. Carpenters and Joiners—1,000	75 cents 6/15/82	Deferred increase negotiated 6/24/81 (CWD Oct. 1981); see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Labor Relations Div. of Construction Industries of Massachusetts, Inc. Boston, Mass. Laborers—1,200	$1.15 6/1/82	Deferred increase negotiated 6/24/81 (CWD Aug. 1981); see CWD Dec. 1981.
Associated General Contractors of America, Inc. (building and site construction agreement) Rhode Island Laborers—1,750	65 cents 5/31/82	Deferred increase negotiated 6/12/81 (CWD Dec. 1981).
Associated General Contractors of America, Inc. Rhode Island Carpenters and Joiners 1,500	$1 5/31/82	Deferred increase negotiated 6/1/81 (CWD Dec. 1981).
Connecticut Construction Industries Assn., Inc. New Haven, Conn. Teamsters (Ind.)—2,100	$1.25 5/2/82	Deferred increase negotiated 4/80 (CWD July 1980); see CWD May 1981.
Independent employers New York, N.Y. Laborers—3,000	$1.69 6/1/82	Deferred increase negotiated 6/1/81 (CWD Aug. 1981).
Associated Brick Mason Contractors of Greater New York City; and Building Contractors Assn. New York, N.Y. Laborers—3,000	$1.69 6/1/82	Deferred increase negotiated 6/1/81 (CWD Aug. 1981).
Associated Bricklayers and Mason Contractors of Greater New York City and Building Contractors Employers Assn. New York, N.Y. Bricklayers—4,600	$1.50 6/1/82	Deferred increase negotiated 6/15/81 (CWD Oct. 1981).
National Electrical Contractors Assn. Nassau and Suffolk counties, N.Y. Electrical Workers (IBEW) —1,625	75 cents 5/3/82	Deferred increase in 5/81 (CWD Feb. 1982).
National Electrical Contractors Assn. Westchester County, N.Y. Electrical Workers (IBEW) —1,300	$1.66 5/29/82	Deferred increase negotiated in 5/80 under 3-year agreement which also provided: $1.22 wage increase 5/31/80, 30 cents 11/1/80, and $1.52 on 5/30/81; $1.40 hour to vacation and holiday fund (was $1.28) 5/31/80, $1.43 on 11/1/80, $1.58 on 5/30/81, and $1.75 on 5/29/82; 91 cents to pension fund (was 83) 5/31/80, 93 cents 11/1/80, $1.03 on 5/30/81, and $1.13 on 5/29/82; 84 cents to health and welfare fund (was 77) 5/31/80, 86 cents 11/1/80, 95 cents 5/30/81, and $1.05 on 5/29/82; $1.21 to security benefit fund 5/29/82 (was $1.07); 7 cents to apprenticeship and training fund (was 6) 5/31/80, 8 cents 5/30/81, and 9 cents 5/29/82; see CWD Dec. 1976 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated Contractors of Westchester, Inc.; Contractors Assn. of Westchester, Putnam, and Dutchess Counties, Inc. (heavy construction) Westchester, Putnam, and Dutchess Counties, N.Y. Operating Engineers—1,300	$1.25 4/16/82	46½-month agreement ratified 4/26/82 also provided: $1.25 on each of 4/16/83, 4/16/84, and 4/16/85; 2.25 percent to apprenticeship fund (was 2); 8 cents hour to industry promotion fund (was 6); see CWD Apr. 1981.
Construction Industry Employers Assn., Inc. Buffalo, N.Y. Iron Workers	$1.75 6/1/82	Deferred increase negotiated 6/11/81 (CWD Aug. 1981).
Construction Employers of Hudson Valley, Inc. (building agreement) Newburgh, N.Y., area Carpenters and Joiners—1,500	$1 6/1/82	Deferred increase negotiated 5/15/81 (CWD Sept. 1981).
Building Trades Employers Assn. Syracuse, N.Y. Laborers—1,000	$1.17 6/1/82	Deferred increase negotiated in 5/81 (CWD Nov. 1981).
Building Trades Employers Assn. Div. of the Builders Exchange of Rochester N.Y. (building) Rochester, N.Y. Laborers—1,750	80 cents 6/1/82	Deferred increase negotiated 3/3/81 (CWD Aug. 1981).
Building Trades Employers Assn. Rochester, N. Y. Carpenters and Joiners	$1.46 6/1/82	Deferred increase negotiated 1/26/81 (CWD Aug. 1981).
Building Trades Employers Assn. Div. of Builders Exchange (paving and excavating) Rochester, N.Y. Laborers—1,275	75 cents 5/1/82	Deferred increase negotiated 4/28/81 (CWD Aug. 1981).
Mechanical Contractors Assn. of Northeast Penn. Scranton, Pa., area Plumbers—1,100	$1.50 6/1/82	Deferred increase negotiated 5/31/81 (CWD Feb. 1982).
Keystone Building Contractors Assn., Inc. Western Penn. Carpenters and Joiners—1,500	$1.15 6/1/82	Deferred increase negotiated 6/9/81 (CWD Sept. 1981); previously received 40 cents 1/1/82.
Virginia Assn. of Contractors, Inc. Richmond and Norfolk, Va. Laborers—3,000	25 cents 5/1/82	Deferred increase negotiated in 1980 (CWD Dec. 1980); see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of Western Kentucky Paducah, Ky. Carpenters and Joiners—1,800	$1.60 5/1/82	Deferred increase negotiated in 5/80 (CWD Jan. 1981); see CWD May 1981.
Associated General Contractors of America, Inc. Louisville, Ky. Laborers—1,500	$1.30 5/1/82	Deferred increase negotiated in 1980 (CWD Dec. 1980); see CWD May 1981.
West Tennessee Construction Industry Collective Bargaining Group, Inc. Memphis, Tenn., area Carpenters and Joiners—1,200	$1.15 5/1/82	Deferred increase negotiated 5/28/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc., Southern Florida Chapter Southern, Fla. Carpenters and Joiners—6,500	75 cents 4/1/82	3-year agreement ratified 4/10/82 also provided: 25 cents 10/1/82, 70 cents 4/1/83, 45 cents 10/1/83, 70 cents 4/1/84, and 45 cents 10/1/84; 60 cents hour to pension fund 10/1/83 (was 55); 95 cents to health and welfare fund 10/1/84 (was 90); settlement preceded by 4-day strike; see CWD Apr. 1981.
Associated General Contractors of America, Inc., Southern Florida Chapter Miami, Fla. Bricklayers—1,400	75 cents 4/1/82	3-year agreement ratified 4/12/82 also provided: 50 cents 10/1/82, 65 cents 4/1/83, 50 cents 10/1/83, 65 cents 4/1/84, and 45 cents 10/1/84; 90 cents hour to pension fund 10/1/82 (was 80), and $1 on 10/1/83; 90 cents to health and welfare fund 4/1/84 (was 80); see CWD Apr. 1981.
Associated General Contractors of America, Inc., Southern Florida Chapter Miami, Fla. Operating Engineers—1,400	70 cents 4/1/82	3-year agreement ratified 4/14/82 also provided: 45 cents 10/1/82, 70 cents 4/1/83, 40 cents 10/1/83, 60 cents 4/1/84, and 40 cents 10/1/84; 60 cents hour to pension fund 10/1/83 (was 45); 60 cents to health and welfare fund 4/1/82 (was 50); settlement preceded by 2-week strike; see CWD Apr. 1981.
Associated General Contractors of America, Inc. Okla., Ark., Mo., and Kan. Iron Workers—1,000	$1.25 6/1/82	Deferred increase negotiated 5/31/81 (CWD Oct. 1981).
South Central Employers Ark., Okla., Tex., and La. Boilermakers—4,500	$1.55 6/82	Deferred increase negotiated in 6/81 (CWD Dec. 1981).
Associated General Contractors of Jefferson County, Inc. and others Tex., N. Mex., and Okla. Laborers—1,500	60 cents 4/1/82	1-year agreement negotiated in 4/82 also provided: 35 cents 10/1/82; 70 cents hour to pension fund 10/1/82 (was 60); 75 cents to health and welfare fund 4/1/82 (was 60); see CWD Sept. 1981.
National Electrical Contractors Assn. Dallas, Tex. Electrical Workers (IBEW)—1,275	$1 6/1/82	Deferred increase negotiated in 6/81 (CWD Oct. 1981); see CWD Dec. 1981.
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Operating Engineers—1,800	$1 4/1/82	Negotiated in 3/82 under wage and benefit reopening of 3-year agreement scheduled to expire 3/31/84; reopening agreement also provided: 30 cents 10/1/82; $1.55 hour to pension fund 10/1/82 (was $1.25); see CWD Aug. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Laborers—4,500	71 cents 4/1/82	Negotiated in 3/82 under wage and benefit reopening of agreement scheduled to expire 3/31/84; reopening agreement also provided: 35 cents 10/1/82; 75 cents hour to health and welfare fund 4/1/82 (was 70); $1.01 to pension fund 10/1/82 (was 91 cents); see CWD July 1981.
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Iron Workers—2,000	$1 4/1/82	Negotiated in 3/82 under wage and benefit reopening of 3-year agreement scheduled to expire 3/31/84; reopening agreement also provided: 60 cents on 10/1/82, with distribution between wages and benefits to be determined later; see CWD Sept. 1981.
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Carpenters and Joiners—5,400	85 cents 4/1/82	Negotiated in 3/82 under wage and benefit reopening of 3-year agreement scheduled to expire 3/31/84; reopening agreement also provided: 50 cents on 10/1/82; $1.10 hour to pension fund 4/1/82 (was 95 cents); $1.10 to health and welfare fund 10/1/82 (was $1); see CWD Aug. 1981.
Associated General Contractors of America, Inc. Oklahoma Laborers—3,500	$1.10 6/1/82	Deferred increase negotiated 6/1/81 (CWD Sept. 1981).
Associated General Contractors of America, Inc. Oklahoma City, Okla. Carpenters and Joiners—1,300	$1.30 6/1/82	Deferred increase negotiated 5/31/81 (CWD Feb. 1982).
Associated General Contractors of America, Inc. Tulsa, Okla. Carpenters and Joiners—1,700	$1.40 6/1/82	Deferred increase negotiated in 5/81 (CWD Feb. 1981).
National Electrical Contractors Assn. Cincinnati, Ohio Electrical Workers (IBEW) —1,250	$1.75 6/1/82	Deferred increase negotiated 5/19/81 (CWD Sept. 1981).
Industrial Contractors and Builders Assn. of Indiana; Calumet Builders Assn. Indiana Iron Workers—1,800	$1.75 6/1/82	Deferred increase negotiated 5/81 ([illegible] Nov. 1981).
Indiana Highway Constructors, Inc. Indiana Operating Engineers	$1.50 6/6/82	Deferred increase negotiated in 1980 (CWD Nov. 1980); previously received $1.50 on 6/6/81.
Mid-America Regional Bargaining Assn. Gary, Ind. Carpenters and Joiners—2,200	$1.90 6/1/82	Deferred increase negotiated 6/1/81 (CWD Sept. 1981).
Associated General Contractors of America, Inc. Illinois (except Chicago area) Teamsters (Ind.)—4,000	$1.025 5/1/82	Deferred increase negotiated in 1980 (CWD Dec. 1980); see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mid-America Regional Bargaining Assn. Chicago, Ill. Laborers—20,000	$1.50 6/1/82	Deferred increase negotiated in 6/81 (CWD Dec. 1981).
Builders Assn. of Chicago Chicago, Ill. Bricklayers—3,000	$1.53 6/1/82	Deferred increase negotiated 5/31/81 (CWD Dec. 1981).
Associated Steel Erectors of Chicago, Chicago, Ill. Iron Workers—2,500	$2 6/1/82	Deferred increase negotiated 5/15/81 (CWD Sept. 1981).
Underground Contractors Assn. Chicago, Ill., area Laborers—1,600	$1.50 6/1/82	Deferred increase negotiated 6/15/81 (CWD Aug. 1981); see CWD Dec. 1981.
Mid-America Regional Bargaining Assn. Chicago, Ill. Plasters and Cement Masons	$1.80 6/1/82	Deferred increase negotiated in 6/81 (CWD Dec. 1981).
Mid-America Regional Bargaining Assn. Chicago, Ill. Carpenters and Joiners—28,000	$1.75 6/1/82	Deferred increase negotiated 6/81 (CWD Dec. 1981).
Fox River Valley Contractors Assn. Kane, Kendall, McHenry and Boone Counties, Ill. Laborers—1,000	$1.50 6/1/82	Deferred increase negotiated 6/1/81 (CWD Aug. 1981); see CWD Dec. 1981.
Fox River Valley Contractors Assn. Elgin, Ill. Carpenters and Joiners—1,550	$1.75 6/1/82	Deferred increase negotiated 7/2/81 (CWD Aug. 1981); see CWD Dec. 1981.
Central Illinois Builders Div. of Associated General Contractors of America, Inc. Springfield, Ill. Operating Engineers—1,500	$1.50 5/1/82	Deferred increase negotiated 5/13/81 (CWD Aug. 1981).
Greater Peoria Contractors and Suppliers Assn. Peoria, Ill. Laborers—1,850	$1.38 5/1/82	Deferred increase negotiated in 1980 (CWD May 1981).
Michigan Road Builders Assn. Michigan Operating Engineers—6,000	84 cents 6/1/82	Deferred increased negotiated 6/80 (CWD Aug. 1980); previously received 82 cents 6/1/81.
Sheet Metal Employers Assn. Detroit, Mich., area Sheet Metal Workers—1,700	$1.98 6/1/82	Deferred increase negotiated 9/19/81 (CWD Nov. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Allied Construction Employers' Assn.; Eastern Wisconsin Erectors' Assn. Eastern Wisconsin Iron Workers—1,250	$1.75 6/1/82	Deferred increase negotiated in 6/81 (CWD Dec. 1981).
Associated General Contractors of America, Inc. (builders) Minnesota Iron Workers—1,000	$1.85 5/1/82	Deferred increase ratified 6/15/81 under 35-month agreement which also provided: $1.85 on both 6/8/81 and 5/1/83, with distribution of 5/1/83 increase between wages and benefits to be determined later; 95 cents hour to health and welfare fund 6/8/81 (was 85); settlement preceded by approximately 1-month strike; see CWD June 1980.
Associated General Contractors of American, Inc., Outstate Builders Div. Minnesota Carpenters and Joiners—3,475	$1.35 5/1/82	Deferred increase negotiated 6/1/81 (CWD Nov. 1981).
Associated General Contractors of America, Inc. (builders) Minnesota Laborers—3,500	$1.60 5/1/82	Deferred increase negotiated 6/26/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc. (heavy-highway) Minnesota Laborers—3,500	$1.50 5/1/82	Deferred increase negotiated 6/26/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc. Minnesota Operating Engineers—9,000	$1.44 5/3/82	Deferred increase negotiated 5/81 (CWD July 1981).
Associated General Contractors of America, Inc. Minnesota Teamsters (Ind.)—2,800	$1.35 5/1/82	Deferred increase negotiated 5/19/81 (CWD Aug. 1981).
Associated General Contractors of America, Inc. (heavy-highway) Minnesota Carpenters and Joiners—3,000	$1.70 5/1/82	Deferred increase negotiated 7/20/81 (CWD Nov. 1981).
Associated General Contractors of America, Inc. Minnesota Bricklayers—2,000	$1.85 5/1/82	Deferred increase negotiated 6/10/81 (CWD Aug. 1981).
Painting and Decorating Contractors Assn. Minneapolis, Minn. Painters—2,000	$1.88 5/1/82	Deferred increase negotiated 6/5/81 (CWD Aug. 1981).
Minneapolis Assn. of Plumbing Contractors Minneapolis, Minn. Plumbers—1,300	$1.85 5/1/82	Deferred increase negotiated 6/1/81 (CWD Aug. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc.; Minnesota Gypsum Drywall Contractors Assn. Minneapolis-St. Paul, Minn. Carpenters and Joiners—8,000	$1.95 5/1/82	Deferred increase negotiated 7/23/81 (CWD Oct. 1981).
Mechanical Contractors Assn. of St. Louis (pipefitters) St. Louis, Mo. Plumbers—1,700	$1.40 6/1/82	Deferred increase negotiated in 1980 (CWD Aug. 1980).
Mason Contractors Assn. of St. Louis St. Louis, Mo. Bricklayers—1,200	$1.50 6/1/82	Deferred increase negotiated 7/14/81 (CWD Oct. 1981).
Associated Plumbing Contractors of Kansas City Kansas City, Mo., area Plumbers	$1.85 6/1/82	Deferred increase negotiated 6/2/81 (CWD Aug. 1981).
Colorado Sheet and Air Conditioning Contractors Colorado Sheet Metal Workers—1,200	$1.07 6/1/82	Deferred increase negotiated 7/16/81 (CWD Sept. 1981); previously received $1 on 1/1/82.
Denver Metroplitan Assn. of Plumbing, Heating, and Cooling Contractors; Mechanical Contractors Assn. of Colorado Denver, Colo. Plumbers—1,900	$1.60 6/1/82	Deferred increase negotiated 6/11/81 (CWD Aug. 1981); see CWD Dec. 1981.
Associated General Contractors of America, Inc. New Mexico Laborers—2,000	22 cents 4/1/82	Ratified in late 3/82 under reopening agreement of 6-year contract schedule to expire 3/31/84; reopening agreement also provided: 25 cents 10/1/82, 4/1/83, and 10/1/83; 85 cents hour to pension fund (was 80), and 86 cents 10/1/83; 78 cents to health and welfare fund (was 63), 88 cents 4/1/83, and 90 cents 10/1/83; 13 cents to training fund (was 10) and 15 cents 10/1/83; see CWD Apr. 1981.
National Electrical Contractors Assn. Las Vegas, Nev. Electrical Workers (IBEW)—1,000	$1.30 6/1/82	Deferred increase negotiated 4/4/80 (CWD Aug. 1981); see CWD Dec. 1981.
Mechanical Contractors Assn. of New Mexico, Inc. Albuquerque, N. Mex. Plumbers—1,100	60 cents 4/1/82	2-year agreement negotiated in 4/82 also provided: 49 cents 10/1/82; 65 cents 4/1/83, and 40 cents 10/1/83; $1.98 hour to pension fund (was $1.77), $2.03 on 4/1/83, and $2.17 on 10/1/83; 87 cents to health and welfare fund (was 82), and $1.05 on 10/1/82; 13 cents to industry promotion fund (was 9); 7 cents to establish contract administration fund; see CWD Apr. 1981.
Associated General Contractors of America, Inc. Northern Calif. Operating Engineers	$1.50 6/16/82	Deferred increase negotiated in 1980 (CWD Oct. 1980); see CWD Jan. 1982.
Associated General Contractors of America, Inc. (outside agreement) Northern Calif. Laborers	$1 6/16/82	Deferred increase negotiated in 1980 (CWD Oct. 1980); see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Northern and Central Calif. Cement Masons—4,000	$1.05 6/16/82	Deferred increase negotiated in 7/80 (CWD Nov. 1980); see CWD Jan. 1982.
Associated General Contractors of America, Inc.; Piledriving Contractors Assn. (piledrivers) Northern Calif. Carpenters and Joiners—1,000	$1.50 6/16/82	Deferred increase negotiated in 6/81 (provisions of agreement were similar to terms of the master agreement between the Associated General Contractors of America, Inc. and the Carpenters and Joiners in Northern Calif.—CWD Sept. 1981); see CWD Oct. 1980.
Associated General Contractors of America, Inc. Northern Calif. Carpenters and Joiners—25,000	$1.50 6/16/82	Deferred increase negotiated in 6/81 (CWD Sept.1981).
Associated General Contractors of America, Inc. (tunnel agreement Northern Calif. Laborers	$1 6/16/82	Deferred increase negotiated in 1980 (CWD Oct. 1980); see CWD Jan 1982.
Associated General Contractors of America, Inc. Northern Calif. Teamsters (Ind.)	$1.20 6/16/82	Deferred increase negotiated in 1980 (CWD Jan. 1982).
California Conference of Mason Contractor Assns., Inc. Southern Calif. Bricklayers—1,400	75 cents 5/1/82	2-year agreement negotiated 5/7/82 also provided: 45 cents 11/1/82 and $1.75 on 5/1/83; $2.05 hour to pension funds 11/1/82 (was $1.75); $1.40 to health and welfare fund (was $1.15); see CWD May 1981.
National Electrical Contractors Assn. Los Angeles, Calif. Electrical Workers (IBEW) —6,000	$2.20 5/1/82	Deferred increase negotiated in 7/81 (CWD Oct. 1981); previously received $1.35 on 1/15/82.
Associated General Contractors of America, Inc. and others San Diego, Calif. Carpenters and Joiners—7,500	$1.25 6/28/82	Deferred increase negotiated in 7/80 (CWD Nov. 1980); see CWD Dec. 1981.
Associated General Contractors of America, Inc. San Diego, Calif. Operating Engineers—3,000	$2.05 6/15/82	Deferred increase negotiated in 6/80 (CWD Nov. 1980); previously received $2.05 on 6/15/81.
Associated General Contractors of America, Inc. San Diego, Calif. Laborers—6,400	$1.50 6/28/82	Deferred increase negotiated in 7/80 (CWD Nov. 1980); previously received $1.50 on 6/29/81.
Portland Assn. of Plumbing, Heating and Cooling Contractors, Inc. (steamfitters) Oreg. and Wash. Plumbers—850	80 cents 5/1/82	1-year agreement ratified 5/12/82 also provided: 5 cents hour to establish labor-management fund; settlement preceded by strike from 5/9/82 to 5/11/82; see CWD Nov. 1981.
Mechanical Contractors Assn. Northwest Wash. Plumbers—2,500	$2.25 6/1/82	Deferred increase negotiated in 6/81 (CWD Sept. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES		
Maritime Service Committee, Tanker Service Committee, American Maritime Assn., and independent companies National Masters, Mates, and Pilots	15.6 percent 6/16/82	Deferred increase negotiated 10/81 (CWD Mar. 1982); see CWD Mar. 1982.
Continental Airlines (flight attendants) National Union of Flight Attendants (Ind.)—1,900	5 percent 6/1/82	Deferred increase negotiated 8/81 (CWD Apr. 1982); see CWD Apr. 1982.
Western Airlines (ground service) National Teamsters (Ind.)—1,900	8 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Republic Airlines (clerical, office, fleet and passenger service employees) National Air Line Employees (ALPA) —6,200	See next column	5.2 percent deferred increase plus 7 percent increase and also restoration of contract pay rates 6/1/82 as per 12/81 modification (CWD Mar. 1982) of agreement negotiated 11/80 (CWD Dec. 1980); see CWD Mar. 1982.
Western Airlines (clerical and agents) National Air Transport Employees (Ind.) —4,500	2.7 percent 6/30/82	Deferred increase negotiated 3/81 (CWD Apr. 1981); see CWD Mar. 1982.
Greyhound Lines National Amalgamated Transit —14,500	3 cents hourly or 1.5 mills per mile 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Martime Service Committee. Tanker Service Committee; American Maritime Assn. and independent companies (licensed seamen) Atlantic, Pacific, and Gulf coasts Marine Engineers (MEBA)	7.5 percent 6/16/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); see CWD Oct. 1981.
Maritime Service Committee and Tanker Service Committee (unlicensed seamen) Atlantic and Gulf coasts National Maritime (NMU)	7.5 percent 6/16/82	Deferred increase negotiated 6/81 (CWD Sept. 1981); see CWD Sept. 1981.
American Maritime Assn. (unlicensed seamen) Atlantic and Gulf coasts Seafarers (SIU)	7.5 percent 6/16/82	Deferred increase negotiated 6/81 (CWD Sept. 1981); see CWD Sept. 1981.
Eastern area cement haul agreement Maine to South Carolina Teamsters (Ind.)—1,600	92 cents hourly or 1.3 cents per mile 3/1/82	Includes deferred increases of 50 cents hourly or 0.25 cent per mile negotiated 4/80 (CWD June 1980) plus automatic semiannual cost-of-living allowance of 42 cents hourly or 1.05 cents per mile; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Central Maine Power Co. Augusta, Maine Electrical Workers (IBEW) —1,100	8 percent 5/1/82	2-year agreement negotiated 5/82 also provided: 8 percent wage increase 5/1/83; $200 month for 5 years spouse survival benefit; $500,000 (was $250,000) major medical; see CWD May 1981.
Queens Transit, Steinway Transit Triboro Coach, and Jamaica Buses (operating, maintenance, and store employees) New York City Transport Workers—1,200	6 percent 4/1/82	3-year agreement negotiated 4/82 also provided: wage increases of 5 percent 4/1/83, 4 percent 4/1/84, 3 percent 7/1/84, and 2.2 percent 3/31/85; incorporated 36 cents cost-of-living allowance provided under previous contract into base rates but discontinued cost-of-living adjustment clause; 1 additional paid holiday (total 15) as a personal leave day starting in 1983; liberalized vacation pay for some workers; $60 (was $45) annual uniform allowance 4/82; 3 days (was 4) bereavement leave but with liberalized qualifications; annual allowances of $200 (was $150) and $100 (was $75) for mechanics initial and replacement tools, respectively, and $100 (was $75) and $50 (new) for helpers-initial and replacement tools, respectively, 4/82; $105 (was $75) sick pay benefit, raising total (including State benefit) to $200 per week 4/82; improved dental and optical care benefits, $100,000 (was $50,000) major medical maximum 4/82; payment of health and welfare benefits to family of deceased employee for 1 year retroactive to 4/81; $30 (was $23) month normal pension benefit rate per year of service 4/82, going to $33 4/84, and a minimum monthly pension for past retirees of $275 (was $250) 4/82; other improvements; see CWD Nov. 1981.
Virginia Electric and Power Co. Va.; W. Va.; and N.C. Electrical Workers (IBEW) —4,000	9.5 percent 4/1/82	Increase ratified 5/13/82 under a wage reopening provision of a contract scheduled to expire 3/31/83; see CWD June 1981.
Basic steel industry shipowners Great Lakes area Steelworkers—1,600	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1982.
Great Lakes Assn. of Marine Operators Great Lakes area Seafarers	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see below.
Great Lakes Assn. of Marine Operators Great Lakes area Seafarers (SIU)	10 to 60 cents 6/16/82	Deferred increase negotiated 7/81 (CWD Sept. 1981); see CWD Apr. 1982.
Cincinnati Gas and Electric Co. Cincinnati, Ohio Electrical Workers (IBEW) —1,900	8.5 percent 4/1/82	3-year agreement negotiated 4/82 also provided: 7 percent increases effective 4/1/83 and 4/1/84; 55 cents 2d and 60 cents 3d (was 50 and 55) shift differentials; 75 cents (was 50) Sunday premium; cost-of-living clause revised to provide quarterly adjustments of 1 cent for each 0.2 percent movement in the BLS-CPI-W (was .25 percent) in excess of 7 percent based on 10/82 index 2d and 10/83 index 3d year; 11th paid holiday, personal; 4 weeks of paid vacation after 16 years' credited service (was 17) going to 15 years in 1983, calculation for retirement income plan increased to 55 percent (was 52.5) of employee's average monthly compensation; $50,000 (was $25,000) major medical maximum; company assumed 90 percent of cost for diagnostic rider coverage; $4 (was $3.58) meal allowance, increasing to $4.25 in 1983 and $4.58 in 1984; see CWD Apr. 1981.
Cincinnati Gas and Electric Co. Cincinnati, Ohio Independent Utilities Union —1,250	8.5 percent 3/82	Increase negotiated under wage reopening provision of a contract scheduled to expire 3/22/83; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Northern Indiana Public Service Co. Hammond, Ind. Steelworkers—4,200	4 percent 6/1/82	Deferred increase negotiated 1/81 (CWD Mar. 1981); previously received automatic cost-of-living adjustments of 13 cents 1/82 and 9 cent 4/82; see CWD Jan. 1982.
Joint Area Cartage Agreement Chicago, Ill., area Teamster (Ind.)—10,000	See next column	3-year agreement negotiated 4/82 provided: continuation of cost-of-living adjustment clause with annual rather than semiannual reviews providing adjustments of 1 cent for each 0.3 point rise in BLS-CPI-W (1967=100) on 4/1/83 and 4/1/84 with possible diversions to health and welfare and/or pension fund payments to be determined at the time of each adjustment; 47 cents and hour was deferred to 4/1/85 (a day after the contract's expiration) and 25 cents an hour allocated to the health and welfare and pension funds 4/1/82 (the total of 72 cents was the amount generated by the cost-of-living adjustment clause under the previous agreement and originally scheduled for 4/1/82—a day after that contract expired); improved sick and personal leave for new employees; vacation pay at rate of 45 (was 50) hours per week; $50 (was $44) and $55 (was $51) a week per employee employer payments to health and welfare fund and pension fund, respectively, 4/1/82; see CWD Apr. 1981.
Master Cartage Agreement Chicago, Ill., area Chicago Truck Drivers (Ind.)—8,700	See next column	3-year agreement negotiated 4/82 provided: 47 cents as negotiated "cost-of-living" adjustment 4/1/82 (another 25 cents was diverted to health and welfare and pensions 4/1/82); continuation of the cost-of-living adjustment clause with annual, rather than semiannual reviews, 4/1 of each year with adjustment rate of 1 cent for each 0.3-point rise in BLS-CPI-W (1967=100)with possible diversions to health and welfare and/or pension fund to be determined at the time of each adjustment; $61 (was $55) and $44 (was $40) per week per employee employer payment to health and welfare pension funds, respectively, 4/1/82 (the increases were attributable to the negotiated "cost-of-living" diversion); see CWD Apr. 1981.
Chicago Transit Authority Chicago, Ill. Amalgamated Transit Union—11,000	None 3/82	Cost-of-living allowance was not reduced—despite a 0.4 point drop in the Chicago CPI from October 1981 to January 1982—because the clause provides only for quarterly pay *increases*, at the rate of 1 cent an hour for each 0.35 point rise in the Index; see CWD Apr. 1982.
Pacific Maritime Assn. (unlicensed seamen) West Coast Seafarers (SUP)	7.5 percent 6/16/82	Deferred increase negotiated 9/81 (CWD Nov. 1981); see CWD Nov. 1981.
Arizona Public Service Co. Arizona Electrical Workers (IBEW)—3,500	9 percent 4/1/82	2-year agreement negotiated 4/82 also provided: 8 percent wage increase effective 4/1/83; 40 cents 2d and 50 cents 3d shift differentials (was 35 and 45 cents); $85 room and board; $75 ambulance; $200 lab and x-ray; $500,000 major medical, increasing to $750,000 in 2d year; company pays 80 percent of employee's premium for health plan 2d year; pension calculation based on highest consecutive 4 years (was average of last 5 years); see CWD Aug. 1980.
Puget Sound Power and Light Co. Bellevue, Wash., area Electrical Workers (IBEW)—1,600	10 percent 4/1/82	Automatic annual cost-of-living adjustment; 3-year agreement also provided for 12 percent 4/1/81; cost-of-living adjustments effective 4/1/82 and 4/1/82 equal to 80 percent of the Seattle/Everett CPI change for the 12-month periods ending 1/82 and 1/83, respectively; 10th paid holiday, personal, see CWD Sept. 1980.
Southern California Gas Co. California Utility Workers—4,900	9.5 percent 4/1/82	2-year agreement negotiated 4/82 also provided: 7 percent 4/1/83 plus 0.5 percent increase for each 0.5 percent increase and every fraction thereof in the BLS-CPI-W up to a maximum of 10 percent; 3 weeks (was 2) of paid vacation after 6 years of service; $1 (was 75 cents) Sunday premium; maternity care for males; see CWD Apr. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Hawaiian Electric Co. Honolulu, Hawaii Electrical Workers (IBEW)	7 percent 7/1/82	Deferred increase negotiated 11/81; 3-year agreement also provided 7 percent wage increases effective both 11/1/81 and 3/1/83 and 9 percent effective 12/1/83; see CWD June 1980.
WHOLESALE AND RETAIL TRADE		
Food Mart/Waldbaums Massachusettes and Connecticut United Food and Commercial Workers—2,300	$35 week meatcutters; $25 week clerks 4/10/82	38-month agreement negotiated 4/25/82 also provided: $25 week wage increase for meetcutters and $20 week for clerks on 4/10/83, $30 and $23 on 4/8/84; $125 month company payment to health and welfare fund (was $90); increasing to $135 in 2d year and to $140 in 3d; $170 week disability benefit (was $150), increasing to $185 in 2d year and to $200 in 3d; $50 per year optical benefit (was $40), increasing to $60 in 1983; $300 benefit for prescription drugs (was $200); $1,000,000 major medical (was $250,000); $200 for x-ray and laboratory fees (was $100); $15 daily in-hospital medical visit (was $10); see CWD Apr. 1981.
Bloomingdale Brothers Department Store New York, N.Y. Retail, Wholesale, and Department Store	$20 week 3/1/82	3-year agreement negotiated 4/30/82 also provided: $19 week wage increase on 3/1/83 and $20 on 3/1/84; $2.50 food allowance (was $2); see CWD Mar. 1981.
HSP, Acme, and P.S.C. stores Upstate New York and Western Pennsylvania Food and Commercial Workers—4,800	47.5 cents 6/3/82	Deferred increase negotiated 8/10/80 (CWD Dec. 1981).
Acme Markets Inc. Wilkes-Barre and Northeastern, Pennsylvania United Food and Commercial Workers—1,800	30 cents 6/22/82	Deferred increase negotiated 8/80 (CWD Feb. 1981); see CWD June 1981.
Kaufman's Dept. Store and Gimbel's Dept. Store Pittsburgh, Pa. United Food and Commercial Workers—2,000	30 cents 2/14/82	3-year agreement negotiated 2/23/82 also provided: 35 cents wage increases on 2/14/82; see CWD Feb. 1978 for latest listing.
J. Weingarten and Krogers Houston, Tex. Teamster (Ind.)—1,000	70 cents 6/7/82	Deferred increase negotiated 6/80 (CWD Sept. 1980).
Safeway Stores, Inc. Ark., Tex., Okla., and N. Mex. Teamsters (Ind.)—2,800	6.5 percent 6/1/82	Deferred increase negotiated 6/22/80 (CWD Sept. 1980); see CWD Dec. 1981.
A & P, Milgram, Safeway and independents Kansas City, Mo., and Kansas City, Kans. United Food and Commercial Workers—3,500	60 cents 6/6/82	Deferred increase negotiated 5/81 (CWD Sept. 1981).
Hinky Dinky and Safeway stores Omaha, Nebr., area United Food and Commercial Workers—2,650	2.5 percent 5/82	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE--Continued		
Denver Retail grocers Denver, Colo., area United Food and Commercial Workers—2,000	24 cents 5/82	Automatic annual cost-of-living adjustment; see CWD May 1981.
Macy's and Emporum department stores San Francisco, Calif., area United Food and Commercial Workers—4,000	50 cents 6/1/82	Deferred increase negotiated 9/9/81 (CWD Nov. 1981).
Associated Produce Dealers and Brokers of Los Angeles, Inc. Los Angeles, Calif., area Teamsters (Ind.)—2,200	25 cents 2/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
Santa Clara County Hospitality Assn. Hotel and Restaurant Employees—1,500	8 percent 6/1/82	Deferred increase negotiated 6/6/80 (Jan. 1980); see CWD June 1981.
New Car Dealer of Contra Costa and independent dealers Contra Costa, Calif. Machinists—1,000	75 cents 6/1/82	Deferred increase negotiated 6/10/80 (CWD Aug. 1980); see CWD Dec. 1981.
Anchorage Retail Grocers Assn. Anchorage, Alaska United Food and Commercial Workers—1,000	70 cents 6/1/82	Deferred increase negotiated 7/30/80 (CWD Oct. 1980); see CWD June 1981.
Eastern Motor Car Dealers Inc. Alameda, Contra Costa, and San Joaquin counties California Teamsters (Ind.); Machinists; Painters; and United Food and Commercial Workers—1,200	60 cents 6/2/82	Deferred increase negotiated 6/1/80 (CWD Aug. 1980); see CWD Dec. 1981.
Fred Meyer Inc. (formerly Portland Food Employers Council) Portland, Oreg. United Food and Commercial Workers—4,900	75 cents 6/1/82	Deferred increase negotiated 7/16/80 (CWD Mar. 1982).
FINANCE, INSURANCE, AND REAL ESTATE		
Building Managers Assn. of Chicago Chicago, Ill., area Service Employees—6,500	42 cents—janitors; 40 cents—elevator operators 3/29/82	2-year agreement negotiated 3/82 also provided: wage increases of 43 cents—janitors and 40 cents—elevator operators 3/28/83; discontinued cost-of-living adjustment clause; 4 weeks' vacation after 18 years (was 20) of service 3/29/82; 60 cents (was 50) an hour—janitors and 65 cents—elevator operators employee payment to health and welfare fund; previously received wage increase of 50 cents and automatic cost-of-living adjustment of 5 cents 3/81; see CWD May 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES		
RCA Service Co., a division of RCA Corp. National Electrical Workers (IBEW)—2,400	$1.60 a week 5/3/82	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1981.
Elevator Industries Assn. New York, N.Y. Electrical Workers (IBEW)—1,500	13 percent 10/26/81	3-year agreement negotiated 11/24/81 also provided: 12.3 percent 2d year and 11.[illegible] percent in 3d year; settlement preceded by 20-day strike beginning 11/5/81; no recent listing.
Hotel Assn. of New York City New York City, N.Y. Hotel and Motel Trades Council (8 unions)—25,000	$17.20 a week—tipped workers; $25 a week—nontipped workers 6/1/82	Deferred increase negotiated 3/81 (CWD May 1981); see CWD May 1981.
Association of Telephone Answering Services New York, N.Y. area Retail, Wholesale, and Department Stores Union—1,300	50 cents 6/1/82	Deferred increase negotiated 6/81 (CWD Feb. 1982); see CWD Feb. 1982.
Health Employers Inc. (service and maintenance employees) Minneapolis-St. Paul, Minn., area Service Employees—4,800	9.5 percent 3/1/82	2-year agreement negotiated 3/82 also provided: wage increase of 9 percent 3/1/83; additional 15 cents hour for cooks 3/1/82; 15 cents (was 8) night shift differential 3/1/82, going to 20 cents 3/1/83; 35 cents (was 25) lead differential 3/1/82; 25 cents weekend premium established for 10-year employees 3/1/82; double time and one-half (was double time) for hours worked on Christmas day and/or New Year's Day; $85 (was $75) annual uniform allowance 3/1/82, going $95 3/1/83; 3 days' (was 2) of bereavement leave 3/1/82; $65 weekly (was $50) sickness and accident pay 3/1/82; going to $75 3/1/83; $10,000 (was $6,000) life insurance 3/1/82; and establishment of an education development program paying 75 percent tuition and required fees and books, up to maximum of $250 per year; no recent listing.
Kaiser-Permanente hospitals and medical facilities (clerical, technical, service, and maintenance employees) Los Angeles and Orange counties, Calif. Service Employees (Local 399)—8,000	9 to 11 percent 4/1/82	2-year agreement negotiated 3/82 also provided: 9 percent 4/1/83; skill adjustments resulting in additional increases of 5 to 62.5 cents 4/1/82; 55 (was 50) and 70 (was 60) cents hourly for evening and night shift differentials, respectively, 4/1/82, going to 60 and 80 cents, respectively, 41/83; $50 (was $45) month bilingual differential 4/1/82; on call premium increased 4/1/82 and 4/21/83; $6,000 (was $5,000) and $2,000 (was $1,500) life insurance for active and retired employees, respectively, 4/1/82; provision for indeminity type benefits to all past and future retirees (and their dependents) living outside Southern California health plan service area 4/1/83; income and service earned after age 65 included in pension calculations 4/1/82; previously received 8.5 percent deferred increase negotiated 3/80; see CWD May 1980.
Dry Cleaning Agreement San Francisco, Calif. Teamsters (Ind.)—1,000	35 cents 6/5/82	Deferred increase negotiated 6/81 (CWD Sept. 1981); see CWD Sept. 1981.
Association of Hospitals of Santa Clara County Santa Clara, Calif., area California Nurses Assn. (Ind.)—1,000	12.5 percent 1/1/82	3-year agreement negotiated 4/9/82 also provided: 8 percent in 1/83 and 7 percent in 1/83 and 7 percent in 1/84; $1 and $3 2d and 3d shift differentials (were 75 cents and $1.50); $10,000 life insurance (was $3,000); retirement benefits subject to reopening in 1/84; settlement preceded by strike that began 1/5/82 and ended 4/9/82; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Council of Hawaii Hotels (neighbor islands agreement) Hawaiian Islands except Oahu Longshoremen's and Warehousemen's union (ILWU)—7,000	7 percent 6/1/82	Deferred increase negotiated 9/81 (CWD Mar. 1982); see CWD Mar. 1982.
PUBLIC ADMINISTRATION		
U.S. Postal Service National Postal Workers—300,000; Letter Carriers—195,000; and Rural Letter Carriers—63,000	$166 year-full-time; 8 cents hour-part-time 5/15/82	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1981.
U.S. Postal Service National Mail Handlers Div. of Laborers International—37,000	$166 year-full-time; 8 cents hour-part-time 5/15/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
State workers Maine Maine State Employees Association—10,000	10.5 percent 5/1/82	1-year agreement negotiated 4/29/82 also provided: 5 percent increase effective 7/1/82; lump sum payment of 6 percent on each employee's base pay for the period from 7/1/81 to 5/1/82 (previous contracct expired 6/30/81); 20 cents an hour shift differential (was 10); State picks up the 26 percent increase in health insurance cost experienced in May 1981 and will pay 50 percent of the total premiums for two-person and family coverage beginning 7/1/82; State pays the full premium for employee's basic life insurance effective 5/1/82 (previously employee paid full cost for term insurance); 21 cents mileage reimbursement effective 5/1/82 (was 20 cents), increasing to 22 cents on 7/1/82; $16.50 day meals expense allowance (was $14); see CWD July 1981.
State employees Massachusetts State, County, and Municipal Employees and other unions—35,000	7 percent 6/27/82	Deferred increase negotiated 6/80 (CWD Feb. 1981); see CWD Aug. 1981.
State employees New Hampshire State Employees Association—10,000	9 percent 6/82	Deferred increase negotiated 6/81 (CWD Oct. 1981).
State employees New York Fraternal Order of New York State Troopers—2,400	9 percent 4/1/82	3-year agreement negotiated 3/31/82 also provided: 8 percent increases effective both 2d and 3d years; $3.50 second shift differential (was $3) and $6 for third (midnight) shift (was $5); $250 "productivity gain" for troopers using four days or fewer of sick leave per year and $125 for those who use five to eight days; first listing.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year		Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947		270	-	1,629	-	25,720	0.22
1948		245	-	1,435	-	26,127	.38
1949		262	-	2,537	-	43,420	.38
1950		424	-	1,698	-	30,390	.26
1951		415	-	1,462	-	15,070	.12
1952		470	-	2,746	-	48,820	.38
1953		437	-	1,623	-	18,130	.14
1954		265	-	1,075	-	16,630	.13
1955		363	-	2,055	-	21,180	.16
1956		287	-	1,370	-	26,840	.20
1957		279	-	887	-	10,340	.07
1958		332	-	1,587	-	17,900	.13
1959		245	-	1,381	-	60,850	.43
1960		222	-	896	-	13,260	.09
1961		195	-	1,031	-	10,140	.07
1962		211	-	793	-	11,760	.08
1963		181	-	512	-	10,020	.07
1964		246	-	1,183	-	16,220	.11
1965		268	-	999	-	15,140	.10
1966		321	-	1,300	-	16,000	.10
1967		381	-	2,192	-	31,320	.18
1968		392	-	1,855	-	35,567	.20
1969		412	-	1,576	-	29,397	.16
1970		381	-	2,468	-	52,761	.29
1971		298	-	2,516	-	35,538	.19
1972		250	-	975	-	16,764	.09
1973		317	-	1,400	-	16,260	.08
1974		424	-	1,796	-	31,809	.16
1975		235	-	965	-	17,563	.09
1976		231	-	1,519	-	23,962	.12
1977		298	-	1,212	-	21,258	.10
1978		219	-	1,006	-	23,774	.11
1979		235	-	1,021	-	20,409	.09
1980		187	-	795	-	20,844	.09
1981		145	-	729	-	16,908	.07
1981:	January	6	12	12.0	29.6	257.9	.01
	February	7	10	10.7	20.9	118.5	.01
	March	16	20	201.6	207.8	861.8	.04
	April	17	27	48.0	223.5	4,085.2	.20
	May	18	27	85.1	259.0	4,454.0	.24
1982p:	January	2	4	6.1	11.4	199.9	.01
	February	2	6	2.5	13.9	236.9	.01
	March	2	r 8	7.1	r 21.3	r 352.2	.02
	April	8	r 15	347	r 54.3	r 478.3	.03
	May	12	18	39.2	54.8	593.8	.03

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

r = revised.

Table 2. Work stoppages involving 1,000 workers or more during March 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in March
Brown & Sharpe Manufacturing Co. North Kingston, R.I. Machinists	10/19/81		1,600	30,400
American Standard, Inc., Westinghouse Air Brake Div. Wilmerding and Swissvale, Pa. Electrical Workers—UE (Ind.)	11/1/81	5/24/82	3,700	59,200
Hospitals (4) San Jose, Calif. California Nurses Assn. (Ind.)	1/5/82		[2]1,500	28,500
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/8/82		4,600	92,000
Limoneira Ranch, Coastal Growers Assn., and L. & O. Growers Santa Paula and Oxnard, Calif. Farm Workers	3/6/82	[3]5/8/82	1,200	6,000
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	50,000
Rock, Sand, Gravel and Cement Industry Los Angeles and vicinity, Calif. Teamsters (Ind.)	4/5/82	5/14/82	2,000	20,000
Public Service Electric and Gas Co. New Jersey Electrical Workers-IBEW and Office Office and Professional Workers	5/1/82		4,600	92,000
Construction Industry Montana-Statewide Operating Engineers, Laborers, and Carpenters	5/1/82	5/23/82	6,000	90,000
Construction Industry Cleveland, Ohio Painters	5/1/82	5/10/82	1,500	9,000
Construction Industry Knoxville, Tenn. Operating Engineers; Iron Workers; Laborers; Bricklayers; Plasterers and Cement Masons; and Teamsters (Ind.)	5/3/82	5/16/82	3,000	30,000
Construction Industry Westchester and Putnam Counties, N.Y. Laborers	5/3/82	5/4/82	2,500	5,000
Construction Industry Eastern Ohio and Western Pa. Plasterers and Cement Masons; Plumbers and Pipefitters; Bricklayers; and Iron Workers	5/3/82	5/9/82	1,500	7,500
Construction Industry Chattanooga, Tenn. Operating Engineers	5/13/82	5/24/82	3,000	24,000
Construction Industry Indianapolis, Ind. Carpenters	5/14/82		1,000	11,000
Construction Industry Indianapolis, Ind. Laborers	5/17/82	5/21/82	5,000	25,000

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during March 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in March
Beverage Distributors Arlington Heights, Ill. Teamsters (Ind.)	5/20/82	5/26/82	1,300	9,100
Northwest Airlines Inc. Nationwide Machinists	[3]5/21/82		4,800	27,000
Construction Industry Lake Charles, La. Operating Engineers	5/28/82		5,000	5,000
Total beginning in May: Total in effect in March:	12 stoppages 18 stoppages		39,200 54,800	 593,800

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[1] The number of workers involved are rounded to the nearest hundred.

[2] Workers at Limoneira Ranch reached a tentative agreement on 5/3 and returned to work on 5/10; fewer than 1,000 workers remained on strike.

[3] Stoppage began at 11:01 p.m. on 5/21; approximately 1,200 pilots and flight attendants have been furloughed because of strike related reductions in flights.

Major Agreements Expiring in July

Employer and location	Industry	Union[1]	Number of workers
Allen-Bradley Co. (Milwaukee, Wis.)	Electrical products	Electrical Workers (UE-Ind.)	4,800
American Seating Co. (Grand Rapids, Mich.)	Furniture	Auto Workers (Ind.)	1,000
Arizona Steel Erectors Association	Construction	Iron Workers	1,500
Armstrong Rubber Co., Master Agreement (Interstate)	Rubber	Rubber Workers	3,000
Associated Garment Industries of St. Louis (Missouri)	Apparel	Ladies' Garment Workers	3,200
Associated General Contractors of America, Inc.: Mobile Chapter (Alabama and Florida)	Construction	Building and Construction Trades Council; including Teamsters (Ind.)	2,500
Association of Motion Picture and Television Producers, Inc., Basic Agreement (California)	Amusements	Theatrical Stage Employes	20,000
Association of Motion Picture and Television Producers, Inc. (California)	Amusements	Teamsters (Ind.)	2,000
Babcock and Wilcox Co., Power Generation Group (Ohio)	Fabricated metal products	Boilermakers	2,100
Columbus and Southern Ohio Electric Co.	Utilities	Electrical Workers (IBEW)	1,600
Diamond-Sunsweet, Inc. (Stockton, Calif.)	Food products	Teamsters (Ind.)	1,100
Dried Fruit Industry (California)[2]	Food products	Longshoremen and Warehousemen (Ind.)	1,000
East Bay Restaurant Association, Inc. (California)	Restaurants	Hotel and Restaurant Employees	5,500
Fairchild Industries, Inc. (Farmingdale, N.Y.)	Transportation equipment	Machinists	3,500
Garage Attendants Agreement (Illinois)[2]	Retail trade	Teamsters (Ind.)	1,700
General Electric Co., 2 agreements (Evandale, Ohio)	Transportation equipment	Machinists; Auto Workers (Ind.)	5,950
General Electric Co., National Agreement (Interstate)	Electrical products	Electrical Workers (IUE)	70,000
General Telephone Company of Michigan	Communication	Electrical Workers (IBEW)	3,100
Hamilton Industries (Two Rivers, Wis.)	Furniture	Carpenters	1,200
Hammermill Paper Co. (Kaukauna, Wis.)	Paper	Paperworkers	1,200
Houston Sheet Metal Contractors Association (Texas)	Construction	Sheet Metal Workers	1,200
Ingersoll-Rand, Torrington Co. (Connecticut)	Machinery	Auto Workers (Ind.)	1,650
Jacksonville Shipyards, Inc. (Florida)	Transportation equipment	Boilermakers	1,800
Korvettes, Inc. (New York, N.Y.)	Retail trade	Retail Clerks	3,500
Laclede Gas Co. (St. Louis, Mo.)	Utilities	Oil, Chemical and Atomic Workers	1,250
Major Shoe Chain Stores (New York, N.Y.)[2]	Retail trade	Retail, Wholesale and Department Store	1,000
Missouri River Basin Agreement (Interstate)[2]	Construction	Boilermakers	3,300
Monterey Peninsula Hotel and Restaurant Association, Inc. (California)	Hotels	Hotel and Restaurant Employees	2,400
National Football League Management Council (Interstate)	Amusements	National Football League Players Association (Ind.)	1,500
National Elevator Industry, Inc. (Interstate)	Construction	Elevator Constructors	16,000
Presidents' Council of Food, Beverage and Lodging Industries (Oregon)	Restaurants	Hotel and Restaurant Employees	3,850
Retail Meat Cutters[2]	Retail trade	Meat Cutters	1,900
Sears Roebuck and Co. (Seattle, Wash.)	Retail trade	Teamsters (Ind.)	1,800
Stop and Shop Companies, Inc., 2 agreements (New England area)	Retail trade	Retail Clerks	7,000
Summa Corp., Hughes Helicopters Division (California)	Transportation equipment	Carpenters	1,600
Trane Company (La Crosse, Wis.)	Fabricated metal products	Machinists	1,800
TRW, Inc. (Harrisburg, Pa.)	Transportation equipment	National Federation of Independent Unions	1,200

See footnotes at end of table.

Continued—Major Agreements Expiring in July

Employer and location	Industry	Union[1]	Number of workers
Union Camp Corp. (Franklin, Va.)	Paper	Paperworkers; and Firemen and Oilers	1,250
Vornado Corp. (Interstate)	Retail trade	Retail Clerks	7,000
Washington Post Co. (Washington, D.C.)	Printing and publishing	Newspaper Guild	1,000
Western Airlines, Clerical (Interstate)[3]	Air transportation	Air Transport Employees	4,500
Western Union Telegraph Co., 2 agreements (Interstate)	Communication	Telegraph Workers; Communications Workers	10,500
Westinghouse Electric Corp., 6 agreements (Interstate)	Electrical products	Federation of Westinghouse Independent Salaried Unions (Ind.)	11,250
		Electrical Workers (IBEW)	13,450
		Electrical Workers (UE-Ind.)	4,950
		Electrical Workers (IUE)	18,200
Westvaco Corp. (Interstate)	Paper	Paperworkers	1,200
Whirlpool Corp. (Minnesota)	Electrical products	Teamsters (Ind.)	1,650
	Government activity	**Union or employee organization[1]**	
California: Riverside County Supporting Services Unit	Central administration	Public Employees Association of Riverside County (Ind.)	2,200
New York: New York City Transit Authority, Subway-Surface Supervisors	Transportation	Subway-Surface Supervisors Association (Ind.)	3,300
Ohio: Greater Cleveland Regional Transit Authority, Operator's Unit	Transportation	Amalgamated Transit	2,500
Texas: Houston Metropolitan Transit Authority	Transportation	Transport Workers	1,300

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

[3] Information is from newspaper reports.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basis series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.85	147.05
Indexes										
Average hourly compensation:										
All persons, private business sector:										
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.5	144.6
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	96.7	96.4
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.0	92.9	100.0	108.4	118.8	130.5	143.6
1977 dollars	96.6	97.9	96.4	96.8	98.9	100.0	100.7	99.2	96.0	95.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	106.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981								1982				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.57	$7.61
1977 dollars	4.84	4.82	4.79	4.79	4.81	4.82	4.83	4.81	4.86	4.84	4.85	4.84	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	252.38	254.88	257.74	259.88	259.74	261.18	262.20	262.24	255.95	262.39	261.99	261.92	265.59
1977 dollars	170.18	170.49	170.35	170.64	168.88	169.49	169.71	169.30	164.70	168.31	168.37	167.58	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	137.4	137.9	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.3	147.1
1977 dollars	92.7	92.2	91.7	91.9	92.1	92.2	92.7	92.6	93.6	93.3	93.5	93.6	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.19	$7.23	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.58	$7.63
1977 dollars	4.86	4.86	4.82	4.83	4.80	4.80	4.81	4.80	4.82	4.82	4.84	4.85	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	254.53	254.50	256.63	258.37	257.95	259.74	261.50	261.10	258.69	263.55	263.15	264.54	267.05
1977 dollars	171.98	170.92	170.18	170.09	168.05	168.44	168.82	167.91	165.93	168.62	168.79	169.47	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	143.3	–	–	146.5	–	–	148.5	–	–	151.2	–	–	*
1977 dollars	96.9	–	–	96.3	–	–	95.8	–	–	96.8	–	–	*
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	142.0	–	–	145.4	–	–	147.6	–	–	150.5	–	–	*
1977 dollars	96.0	–	–	95.6	–	–	95.2	–	–	96.3	–	–	*
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	137.6	138.4	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.2	147.4
1977 dollars	93.0	92.9	92.2	92.5	92.1	92.1	92.3	92.3	92.9	92.8	93.3	93.7	*

[1] Production and nonsupervisory workers.

* Not available.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	[illegible]	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	[illegible]
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.9	131.9
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981								1982				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$7.17	$7.20	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.57	$7.61
Mining	9.88	9.93	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.71
Contract construction	10.57	10.64	10.79	10.92	11.07	11.16	11.18	11.26	11.59	11.32	11.33	11.28	11.38
Manufacturing	7.92	7.97	8.02	8.03	8.16	8.16	8.20	8.27	8.42	8.34	8.37	8.41	8.45
Transportation and public utilities	9.57	9.61	9.67	9.87	9.95	9.94	10.05	10.06	10.10	10.13	10.07	10.11	10.14
Wholesale and retail trade	5.89	5.88	5.91	5.94	6.04	6.01	6.04	6.02	6.17	6.16	6.16	6.18	6.19
Finance, insurance, and real estate	6.25	6.25	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.63	6.74
Services	6.34	6.33	6.34	6.41	6.52	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.84
Wage rates, hired farm labor (quarterly data)	–	–	(2)	–	–	(2)	–	–	(2)	–	–	(2)	–
Indexes, 1977 = 100													
Hourly Earnings index, private nonfarm economy[1]	137.4	137.9	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.3	147.1
Mining	145.8	147.4	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	157.6
Contract construction	129.4	130.4	132.3	133.6	135.5	136.3	136.3	136.7	139.7	136.5	136.8	136.9	138.4
Manufacturing	140.3	141.3	142.3	142.9	144.7	145.4	146.4	147.4	149.3	149.1	149.8	150.8	151.3
Transportation and public utilities	137.7	137.9	138.5	141.6	143.0	143.0	144.6	145.0	145.8	146.3	145.4	145.9	146.5
Wholesale and retail trade	137.3	137.3	138.2	139.1	141.0	140.0	140.8	140.9	143.0	143.3	143.5	144.3	144.9
Wholesale trade	138.8	138.8	140.2	141.7	142.5	143.3	144.4	144.6	146.7	146.8	146.6	147.3	148.2
Retail trade	136.5	136.6	137.1	137.7	140.2	138.3	138.9	139.0	141.0	141.4	141.8	142.7	143.2
Finance, insurance, and real estate	136.7	136.8	137.5	139.7	139.8	140.7	142.6	141.5	143.7	144.9	144.2	145.1	147.4
Services	135.9	136.0	136.6	138.0	139.7	140.6	142.3	142.3	144.5	144.9	144.6	145.7	146.5
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$7.19	$7.23	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.58	$7.63
Mining[3]	9.88	9.93	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.71
Contract construction	10.64	10.73	10.82	10.90	10.95	11.06	11.14	11.22	11.52	11.34	11.39	11.39	11.16
Manufacturing	7.94	7.99	8.03	8.09	8.14	8.16	8.20	8.20	8.38	8.34	8.37	8.43	8.48
Transportation and public utilities	9.64	9.70	9.68	9.84	9.86	9.89	9.97	10.02	10.09	10.13	10.15	10.15	10.21
Wholesale and retail trade	5.89	5.91	5.94	5.98	6.03	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.19
Finance, insurance, and real estate[3]	6.25	6.25	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.63	6.74
Services	6.34	6.39	6.42	6.51	6.54	6.58	6.63	6.65	6.71	6.72	6.72	6.80	6.84
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	137.6	138.4	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.2	147.4
Mining[3]	145.8	147.4	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	157.6
Contract construction	129.9	130.9	132.2	132.8	133.5	134.7	135.7	136.5	139.9	137.9	138.1	138.3	139.0
Manufacturing	140.6	141.5	142.4	143.5	144.7	145.4	146.4	146.9	148.9	149.1	149.9	150.7	151.6
Transportation and public utilities	138.7	139.6	139.0	141.6	141.5	142.3	143.5	144.3	145.5	146.0	146.3	146.3	147.5
Wholesale and retail trade	137.2	137.6	138.4	139.7	141.0	140.5	141.3	141.7	142.1	142.5	142.8	143.7	144.8
Wholesale trade	139.0	139.2	140.5	142.4	142.4	143.5	144.4	144.3	146.3	146.3	146.3	146.9	148.4
Retail trade	136.2	136.8	137.2	138.2	140.3	138.8	139.6	140.4	139.9	140.4	140.9	142.0	142.9
Finance, insurance, and real estate	136.8	137.1	137.8	140.1	140.4	141.4	142.6	142.0	143.1	143.3	143.8	144.7	147.5
Services	135.9	136.7	137.4	139.2	139.7	140.9	142.2	142.6	143.4	143.7	143.9	145.2	146.5

[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979	1980				1981				1982
	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:										
All persons, private business sector	10.1	9.9	10.1	10.3	10.3	10.6	10.1	10.1	9.3	8.2
All employees, nonfarm business sector:										
Current dollars	9.8	9.6	9.8	10.0	10.1	10.5	10.0	10.1	9.3	8.4
1977 dollars	-2.6	-4.1	-4.0	-2.6	-2.2	-.7	.2	-.6	-.2	*
Average hourly earnings, private nonfarm economy[1]	7.7	7.8	8.2	7.9	8.9	9.2	9.2	9.2	8.0	6.8
Mining[2]	8.0	8.0	7.0	7.5	9.1	10.4	7.4	10.7	9.3	8.2
Contract construction	6.9	6.3	7.2	7.4	8.2	9.2	8.2	8.6	8.8	9.1
Manufacturing	7.6	7.4	8.0	9.0	10.3	10.7	10.8	9.9	8.0	7.9
Transportation and public utilities	8.9	8.5	9.6	7.7	9.0	9.5	9.8	9.9	8.3	7.6
Wholesale and retail trade	7.7	7.8	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7
Finance, insurance, and real estate[2]	11.6	9.1	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7
Services	7.9	8.2	9.5	9.2	9.5	9.7	9.4	9.9	9.5	8.4
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.0	8.2	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7
1977 dollars	-4.3	-5.2	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3
Mining[2]	8.6	8.9	8.5	8.9	10.2	11.1	9.8	10.9	9.9	9.0
Contract construction	6.7	6.1	6.7	7.0	7.7	8.9	7.8	8.1	8.1	8.1
Manufacturing	8.7	9.0	9.6	10.6	10.9	10.7	10.1	9.3	8.8	8.6
Transportation and public utilities	8.9	8.7	9.9	8.1	9.3	9.7	10.2	10.0	8.5	8.1
Wholesale and retail trade	7.5	7.8	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8
Wholesale trade	8.1	8.8	9.0	8.7	8.7	8.6	8.4	8.9	8.5	7.6
Retail trade	7.2	7.2	7.7	8.5	8.8	8.6	8.5	7.8	6.4	4.8
Finance, insurance, and real estate	7.6	8.8	9.7	9.3	10.2	9.7	8.6	8.7	8.0	6.7
Services	7.6	8.1	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1
Wage rates, hired farm labor[3]	3.6	9.7	5.4	11.5	8.5	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.1	6.8	7.0	6.2	8.0	8.9	9.6	9.3	7.2	5.0
1977 dollars	-5.1	-6.5	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-2.2

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

* Not available.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979			1980				1981				1982
	II	III	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:												
All persons, private business sector	11.3	8.9	8.6	10.8	12.3	9.5	8.8	11.9	10.4	9.3	5.5	7.6
All employees, nonfarm business sector:												
Current dollars	10.4	8.6	9.3	10.0	11.5	9.1	9.7	11.6	9.5	9.7	6.4	7.9
1977 dollars	-1.8	-4.7	-4.3	-5.8	-1.5	1.2	-2.8	.2	2.3	-1.9	-1.3	4.4
Average hourly earnings, private nonfarm economy[1]	6.1	8.8	7.3	8.3	8.3	7.9	11.2	9.6	8.0	8.0	6.1	5.1
Mining[2]	13.6	1.4	7.1	10.4	9.5	3.4	13.4	15.6	-1.8	16.8	7.7	11.3
Contract construction	7.4	7.1	5.7	5.0	10.8	8.0	8.9	9.0	7.1	9.5	9.5	10.3
Manufacturing	7.1	7.2	7.3	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9
Transportation and public utilities	3.9	14.8	8.3	7.5	8.3	6.9	13.3	9.4	9.8	7.0	7.0	6.7
Wholesale and retail trade	6.9	7.1	6.0	9.6	8.0	8.1	9.2	8.8	7.8	7.0	5.0	3.1
Finance, insurance, and real estate[3]	5.0	8.4	8.0	15.1	7.8	7.7	11.4	13.6	3.9	7.5	8.0	7.4
Services	5.7	9.1	9.4	8.7	10.3	8.0	10.6	9.6	9.3	10.0	6.3	6.0
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	7.1	6.5	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5
1977 dollars	-5.1	-4.6	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5
Mining[2]	15.6	5.0	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0
Contract construction	7.6	6.3	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1
Manufacturing	9.0	7.9	8.8	10.2	11.6	12.0	3.8	9.4	9.4	8.7	7.7	8.7
Transportation and public utilities	4.2	14.5	8.7	7.6	8.9	7.0	13.9	9.1	11.0	0.4	7.7	7.4
Wholesale and retail trade	6.4	7.3	7.7	9.7	7.9	9.1	8.4	9.6	7.1	8.0	4.3	3.8
Wholesale trade	8.0	8.4	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4
Retail trade	5.5	6.8	7.2	9.4	7.4	10.2	8.3	8.6	6.8	7.4	3.0	2.4
Finance, insurance, and real estate[3]	7.1	10.0	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0
Services	5.7	8.6	9.8	8.5	10.2	7.4	11.8	9.1	8.9	9.3	9.3	5.1
Wage rates, hired farm labor[2]	-22.8	41.6	22.0	-13.8	-3.1	20.7	53.0	22.6	([4])	([4])	([4])	([4])
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	4.2	10.4	6.1	6.6	5.1	7.1	13.3	10.4	7.6	6.0	5.0	1.6
1977 dollars	-7.7	-2.9	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981								1982				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
Average hourly earnings, private nonfarm economy[1]	9.3	9.1	9.0	9.4	9.2	8.3	8.0	7.5	7.4	6.8	6.2	6.2	6.1
Mining[2]	6.8	8.5	11.2	10.5	10.4	9.5	9.5	8.9	9.0	7.8	7.9	9.7	10.6
Contract construction	8.1	8.5	8.7	8.6	8.5	6.6	8.9	8.7	10.3	8.3	8.2	7.8	7.7
Manufacturing	10.9	10.5	10.0	9.9	9.8	8.8	7.9	7.3	9.0	7.6	7.2	6.7	6.8
Transportation and public utilities	10.0	10.0	8.9	10.4	10.3	8.2	8.4	8.3	8.4	7.4	7.1	6.3	5.9
Wholesale and retail trade	8.7	8.2	8.0	8.1	8.4	7.5	6.9	7.0	6.5	5.5	5.2	5.3	5.1
Finance, insurance, and real estate[2]	9.6	8.3	8.8	9.4	8.8	6.6	8.3	7.6	7.4	6.4	6.3	6.8	7.8
Services	9.5	9.0	9.4	10.2	10.1	9.7	9.4	8.8	9.3	8.2	7.7	8.3	7.9
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	9.4	8.9	8.8	9.3	9.3	6.6	8.4	8.2	8.3	7.5	7.2	7.1	7.1
1977 dollars	-.4	-.6	-1.7	-1.4	-1.4	-1.4	-.9	-.4	.1	.1	.6	.7	*
Mining	9.7	9.9	111.0	10.7	10.9	10.1	10.2	9.6	9.8	8.8	8.2	7.3	8.1
Contract construction	7.7	7.8	8.4	8.0	8.0	6.1	8.3	8.0	9.7	7.5	7.2	7.0	7.0
Manufacturing	10.1	9.6	9.3	9.3	9.4	9.0	8.8	8.5	9.1	8.4	8.2	7.9	7.8
Transportation and public utilities	10.3	10.2	9.0	10.7	10.5	8.4	8.6	8.7	8.8	7.9	7.6	6.5	6.4
Wholesale and retail trade	8.6	8.0	7.8	8.2	8.6	7.4	6.9	7.1	6.2	5.8	5.4	5.5	5.6
Wholesale trade	8.6	7.9	8.5	9.4	8.8	9.0	8.3	8.1	8.4	7.7	6.8	6.7	6.8
Retail trade	8.5	8.1	7.4	7.5	8.4	6.5	6.2	6.6	6.0	4.8	4.7	4.8	4.9
Finance, insurance, and real estate	9.2	7.9	8.5	9.1	8.6	8.4	8.1	7.5	7.4	6.4	6.2	6.8	7.8
Services	9.5	8.8	9.4	10.0	9.8	9.5	9.2	8.9	8.8	8.1	7.5	7.9	7.8
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.9	9.4	9.9	9.7	8.2	7.7	7.4	6.6	3.8	6.2	5.0	4.7	4.9
1977 dollars	-.1	-.8	-1.0	-2.2	-2.1	-1.8	-1.9	-4.0	-1.1	-1.5	-1.6	-.5	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981								1982				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
Average hourly earnings, private nonfarm economy[1]	8.6	8.5	7.9	8.4	7.8	7.4	7.4	6.5	7.0	5.2	4.7	4.9	4.9
Mining[2]	4.0	7.9	6.6	5.6	8.9	11.4	15.2	9.9	11.4	10.1	6.9	7.9	6.2
Contract construction	8.2	8.1	8.2	8.4	8.1	9.5	9.6	9.3	13.4	8.2	8.2	6.1	5.8
Manufacturing	9.1	9.4	9.0	9.0	8.6	6.7	6.6	5.3	8.9	6.3	5.7	6.7	6.9
Transportation and public utilities	9.8	10.0	8.1	8.9	8.2	7.2	7.0	6.7	8.6	6.0	6.0	5.3	4.9
Wholesale and retail trade	7.9	8.3	7.8	7.0	7.3	6.2	5.8	5.8	5.1	4.1	3.0	4.4	4.3
Finance, insurance, and real estate[2]	7.8	8.1	5.6	5.2	6.2	7.2	8.8	7.2	9.1	7.7	6.4	6.3	6.9
Services	9.4	9.4	9.3	9.9	9.8	9.8	9.4	6.3	9.2	6.6	5.6	6.8	6.4
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	8.6	8.9	8.1	8.7	8.7	8.1	8.0	7.6	8.6	6.4	5.7	6.1	6.1
1977 dollars	-.4	.6	-1.3	-.3	-1.3	-2.0	-1.4	-1.4	1.6	.5	2.6	3.5	*
Mining[2]	9.6	10.9	9.8	8.8	10.7	7.7	10.6	8.3	9.8	8.9	5.8	6.9	5.5
Contract construction	7.5	7.2	7.2	7.3	7.3	8.5	9.1	8.9	12.1	7.7	7.0	5.4	4.9
Manufacturing	9.3	9.3	8.9	9.1	9.2	8.4	8.4	7.8	9.3	8.0	7.3	7.5	7.2
Transportation and public utilities	10.0	10.7	8.2	9.4	8.3	7.4	7.0	6.8	9.5	6.3	6.8	5.7	5.7
Wholesale and retail trade	7.7	8.3	7.0	7.5	8.3	6.4	6.0	6.0	5.5	4.1	2.8	4.6	5.1
Wholesale trade	8.8	8.6	8.4	9.5	7.8	8.7	7.8	7.5	8.5	5.7	5.6	4.7	5.7
Retail trade	7.1	8.0	6.2	6.4	8.6	5.1	5.1	5.2	3.9	3.2	.9	4.6	4.7
Finance, insurance, and real estate	7.4	7.7	7.1	8.2	7.5	8.9	8.6	7.4	7.9	4.6	4.9	4.8	7.0
Services	8.8	8.9	8.7	9.6	9.1	9.6	9.4	8.8	9.0	6.6	6.0	6.3	6.2
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.2	7.9	6.0	8.4	5.9	5.6	5.6	5.2	1.6	4.1	4.1	3.7	4.3
1977 dollars	.1	-.3	-3.2	-.6	-3.8	-4.3	-3.6	-3.5	-4.9	-1.7	.9	1.2	*

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.

p=preliminary.
* Not available.

Table 9. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits), civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Civilian nonfarm workers[1]	-	104.5	106.3	-	1.9	1.7	-	-	-
Workers, by occupational group									
White-collar workers	-	104.9	106.5	-	2.1	1.5	-	-	-
Blue-collar workers	-	104.1	105.7	-	1.8	1.5	-	-	-
Service workers	-	104.2	107.2	-	1.4	2.9	-	-	-
Workers, by industry division									
Manufacturing	-	104.0	106.0	-	1.9	1.9	-	-	-
Nonmanufacturing	-	104.8	106.4	-	1.9	1.5	-	-	-
Services	-	107.1	108.2	-	2.6	1.0	-	-	-
Public administration[2]	-	106.0	108.1	-	1.6	2.0	-	-	-
Private nonfarm workers[3]	98.1	104.0	105.8	3.6	2.0	1.7	10.7	9.8	7.8
Workers, by occupational group									
White-collar workers	98.3	104.0	105.8	3.9	2.2	1.7	10.8	10.1	7.6
Blue-collar workers	97.8	104.0	105.6	3.0	1.8	1.5	10.7	9.6	8.0
Service workers	99.3	103.1	106.7	5.4	1.2	3.5	10.5	9.3	7.5
Workers, by industry division									
Manufacturing	98.0	104.0	106.0	3.5	1.9	1.9	10.5	9.8	8.2
Nonmanufacturing	98.2	103.9	105.7	3.7	1.9	1.7	10.9	9.7	7.6
State and local government workers	-	107.4	108.8	-	2.0	1.3	-	-	-
Workers, by occupational group									
White-collar workers	-	107.8	109.1	-	2.0	1.2	-	-	-
Blue-collar workers	-	105.9	108.2	-	1.6	2.2	-	-	-
Workers, by industry division									
Services	-	107.9	109.0	-	2.0	1.0	-	-	-
Schools	-	107.9	108.9	-	1.8	.9	-	-	-
Elementary and secondary	-	108.3	109.3	-	1.9	.9	-	-	-
Hospitals and other services[4]	-	107.8	109.5	-	2.7	1.6	-	-	-
Public administration[2]	-	106.0	108.1	-	1.6	2.0	-	-	-

[1] Excludes private household and Federal government workers.
[2] Consists of legislative, judicial, administrative, and regulatory activities.
[3] Excludes private household workers.
[4] Includes, for example, library, social, and health services.
- Data not available.

Table 10. Employment Cost Index for wages and salaries, civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Civilian nonfarm workers[1]	–	104.4	106.3	–	1.9	1.8	–	–	–
Workers, by occupational group									
White-collar workers	–	104.7	106.7	–	2.0	1.9	–	–	–
Blue-collar workers	–	104.0	105.5	–	1.6	1.4	–	–	–
Service workers	–	103.6	106.8	–	1.1	3.1	–	–	–
Workers, by industry division									
Manufacturing	–	104.0	105.9	–	1.9	1.8	–	–	–
Nonmanufacturing	–	104.5	106.5	–	1.8	1.9	–	–	–
Services	–	106.6	108.6	–	2.1	1.9	–	–	–
Public administration[2]	–	105.5	107.5	–	1.6	1.9	–	–	–
Private nonfarm workers[3]	98.0	103.8	105.9	2.7	1.8	2.0	9.3	8.6	8.1
Workers, by occupational group									
White-collar workers	98.1	103.9	106.2	3.1	2.1	2.2	9.3	9.1	8.3
Blue-collar workers	97.7	103.9	105.4	2.0	1.6	1.4	9.3	8.6	7.9
Service workers	99.2	102.7	106.7	4.7	.9	3.9	9.3	8.3	7.6
Workers, by industry division									
Manufacturing	97.9	104.0	105.9	2.2	1.9	1.8	8.8	8.7	8.2
Nonmanufacturing	98.1	103.8	105.9	3.0	1.8	2.0	9.6	9.0	8.0
State and local government workers	–	107.0	108.2	–	1.9	1.1	–	–	–
Workers, by occupational group									
White-collar workers	–	107.5	108.5	–	2.0	.9	–	–	–
Blue-collar workers	–	105.5	107.5	–	1.5	1.9	–	–	–
Workers, by industry division									
Services	–	107.6	108.4	–	2.0	.7	–	–	–
Schools	–	107.7	108.3	–	1.9	.6	–	–	–
Elementary and secondary	–	107.9	108.7	–	1.8	.7	–	–	–
Hospitals and other services[4]	–	107.3	108.8	–	2.6	1.4	–	–	–
Public administration[2]	–	105.5	107.5	–	1.6	1.9	–	–	–

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social, and health services.

- Data not available.

Table 11. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Private nonfarm workers[1]	98.0	103.8	105.9	2.7	1.8	2.0	9.3	8.8	8.1
Workers, by occupational group									
White-collar workers	98.1	103.9	106.2	3.1	2.1	2.2	9.3	9.1	8.3
Professional and technical workers	98.2	105.5	108.0	3.1	2.1	2.4	10.2	10.7	10.0
Managers and administrators	98.6	102.8	105.8	4.1	1.2	2.9	8.8	8.6	7.3
Sales workers	96.2	101.9	102.2	1.5	4.0	.3	8.7	7.5	6.2
Clerical workers	98.6	104.2	107.0	3.0	1.5	2.7	9.2	8.9	8.5
Blue-collar workers	97.7	103.9	105.4	2.0	1.6	1.4	9.3	8.6	7.9
Craft and kindred workers	97.8	104.3	106.2	1.8	1.4	1.8	9.6	8.5	8.6
Operatives, except transport	97.8	104.1	105.4	2.4	2.0	1.2	9.4	9.0	7.8
Transport equipment operatives	96.8	102.7	103.2	1.5	1.7	.5	8.6	7.8	6.6
Nonfarm laborers	97.5	103.3	104.1	1.9	1.8	.8	8.8	7.9	6.8
Service workers	99.2	102.7	106.7	4.7	.9	3.9	9.3	8.3	7.6
Workers, by industry division									
Manufacturing	97.9	104.0	105.9	2.2	1.9	1.8	8.8	8.7	8.2
Durables	97.9	104.5	106.3	2.3	2.4	1.7	9.6	9.2	8.6
Nondurables	97.8	103.1	105.3	2.2	1.1	2.1	7.5	7.7	7.7
Nonmanufacturing	98.1	103.8	105.9	3.0	1.8	2.0	9.6	9.0	8.0
Construction	97.6	104.3	105.9	1.8	1.3	1.5	9.4	8.8	8.5
Transportation and public utilities	97.7	103.6	105.7	2.3	1.6	2.0	10.8	8.4	8.2
Wholesale and retail trade	98.2	102.3	103.9	3.2	1.0	1.6	8.5	7.6	5.8
Wholesale trade	98.5	103.4	106.3	2.7	1.4	2.8	9.8	7.8	7.9
Retail trade	98.1	101.9	103.0	3.4	.9	1.1	8.0	7.5	5.0
Finance, insurance, and real estate	95.7	102.3	103.7	2.7	4.1	1.4	9.8	9.9	8.4
Services	99.6	105.8	108.8	4.0	2.1	1.8	10.1	10.6	9.2

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[1] Excludes private household workers.

Table 12. Employment Cost Index for compensation (wages, and employer cost for employee benefits), private nonfarm workers,[1] by bargaining status and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Workers, by bargaining status									
Union	97.6	104.8	106.5	3.1	2.2	1.6	11.8	10.7	9.1
Manufacturing	–	104.6	106.3	–	2.2	1.6	–	–	–
Nonmanufacturing	–	105.0	106.8	–	2.2	1.7	–	–	–
Nonunion	96.4	103.5	105.3	4.0	1.8	1.7	10.2	9.4	7.0
Manufacturing	–	103.5	105.7	–	1.7	2.1	–	–	–
Nonmanufacturing	–	103.5	105.2	–	1.8	1.6	–	–	–
Workers, by area size									
Metropolitan areas	98.1	104.1	105.7	3.6	2.0	1.5	10.9	9.9	7.7
Other areas	98.1	103.2	106.2	4.1	1.4	2.9	10.4	9.6	8.3

[1] Excludes private household workers.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 13. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Workers, by bargaining status									
Union	97.4	105.0	106.5	1.7	2.2	1.4	10.2	9.5	9.3
Manufacturing	97.7	104.7	105.9	1.7	2.0	1.1	10.1	8.9	8.4
Nonmanufacturing	97.1	105.2	107.0	1.7	2.3	1.7	10.4	10.2	10.2
Nonunion	98.2	103.2	105.6	3.3	1.6	2.3	8.9	8.5	7.5
Manufacturing	97.9	103.3	105.9	2.7	1.6	2.5	7.6	8.3	8.2
Nonmanufacturing	98.3	103.2	105.5	3.5	1.6	2.2	9.4	8.6	7.3
Workers, by region									
Northeast	98.3	104.4	106.1	2.4	2.7	1.6	8.5	8.8	7.9
South	98.0	102.8	105.7	3.3	.9	2.8	9.3	8.3	7.9
North Central	98.1	103.3	104.7	3.0	1.7	1.4	9.4	8.4	6.7
West	97.9	105.1	107.9	2.7	1.8	2.7	10.9	10.3	10.2
Workers, by area size									
Metropolitan areas	97.9	104.0	105.9	2.6	1.9	1.8	9.5	9.0	8.2
Other areas	98.3	103.1	106.0	3.3	1.3	2.8	9.1	8.4	7.8

[1] Excludes private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods[2]

Measure	Four quarters ending												
	1979				1980				1981				1982
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I[p]
Compensation adjustments:													
First year	8.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0
Over life of contract	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	8.4	8.3	6.2
Wage-rate adjustments in-													
All industries													
First year	7.0	7.9	7.6	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.5
Contracts with COLA clauses	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.4
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.6	11.6
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.5	7.1	7.0	7.6	8.0	7.9	6.7
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	2.9
Contracts without COLA clauses	7.0	7.8	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.6
Manufacturing													
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.8	7.4	7.0	7.3	7.4	7.2	5.8
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	2.9
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.6	9.4
Over life of contracts[3]	6.6	7.7	5.8	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.9
Contracts with COLA clauses	5.6	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.8	2.3
Contracts without COLA clauses	7.6	8.1	8.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.1
Nonmanufacturing													
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.8	11.2	11.4	11.2	9.5
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1
Contracts without COLA clauses	7.5	8.4	8.8	8.8	9.0	10.7	11.7	12.1	11.9	12.7	12.3	12.1	12.1
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	8.4	8.2	8.3	8.3	8.6	9.4	8.8	7.3
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.8	3.1
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	10.0
Construction													
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.4
Contracts with COLA clauses	5.2	9.1	6.7	8.7	13.5	13.9	13.9		13.9	12.0	8.8	8.8	8.6
Contracts without COLA clauses	6.9	8.3	8.9	8.8	8.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.8
Over life of contract[3]	6.4	8.0	8.3	8.3	8.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.3
Contracts with COLA clauses	4.6	7.3	4.8	4.8	4.8	6.9	8.8	8.8	8.8	9.2	8.4	8.4	8.4
Contracts without COLA clauses	6.5	8.0	8.3	8.4	8.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.5

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[1] Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased or not changed.

[3] Annual rate of change.

NOTE: Some of the previously published data for 1979 through 1981 are revised as a result of changes in estimation procedures improve rounding precision.

Table 15. Average percent changes in wages[1] and compensation provided by major collective bargaining settlements[2] by year and by quarter

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982
							IV	I	II	III	IV	I	II	III	IV	I
Compensation adjustments:[3]																
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.5	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.8
Over life of contract[4]	6.6	6.2	6.3	6.6	7.1	8.3	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.1
Wage adjustments in—																
All industries:																
First year	8.4	7.8	7.6	7.4	9.5	9.8	6.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0	2.2
Contracts with cost-of-living adjustment clauses	8.4	8.0	7.1	6.2	8.0	8.0	5.2	6.5	6.7	9.5	7.2	7.6	7.7	4.9	9.0	.5
Contracts without cost-of-living adjustment clauses	8.3	7.6	8.0	9.1	11.7	10.6	8.7	10.8	11.2	12.7	11.5	6.9	12.8	11.8	9.1	7.9
Over life of contract[4]	6.4	5.8	6.4	6.0	7.1	7.9	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7	2.0
Contracts with cost-of-living adjustment clauses	5.7	5.0	5.3	4.8	5.0	5.5	4.2	4.7	4.4	5.4	5.3	6.1	6.7	4.6	4.6	.3
Contracts without cost-of-living adjustment clauses	7.3	6.9	7.1	8.0	10.3	8.8	7.7	9.2	10.0	11.3	9.8	6.3	10.5	9.3	8.1	7.5
Manufacturing:																
First year	8.9	8.4	8.3	6.9	7.4	7.2	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6	1.9
Over life of contract[4]	6.0	5.5	6.6	5.4	5.4	6.1	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4	1.8
Nonmanufacturing:																
First year	7.7	7.4	7.4	8.0	10.9	11.2	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	2.4
Over life of contract[4]	6.8	6.0	6.4	6.8	8.3	8.8	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.0
Construction:																
First year	6.1	6.3	6.5	8.8	13.6	13.5	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4	9.3
Over life of contract[4]	6.2	6.3	6.2	8.3	11.5	11.3	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9

[1] Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Limited to settlements involving 5,000 workers or more.

[4] Annual rate of change.

p = preliminary

Table 16. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982
							IV	I	II	III	IV	I	II	III	IV	I
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	0.9
Adjustments resulting from—																
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.1
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.5
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6	.2
Total in—																
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.8
Nonmanufacturing	7.6	7.3	7.9	8.8	9.7	9.5	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.1
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.8
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.2	1.6	1.6	3.3	.8	2.5	1.6	3.2	.9	1.9
Services	5.7	6.7	8.8	7.0	8.1	9.6	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.4

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[1] Data relate to private nonfarm industry agreements covering 1,000 production and related workers or more in manufacturing and 1,000 nonsupervisory workers or more in nonmanufacturing industries.

NOTE Because of rounding and compounding, sums of individual items may not equal totals.

p = preliminary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	July 81	10.1	9.9	10.7	9.9	9.6
Northeast	July 81	9.7	9.5	9.8	9.4	9.2
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.6	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 81	9.5	10.3	8.0	8.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passiac	April 82	9.1	9.4	9.2	9.6	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	June 81	11.0	–	14.5	8.2	8.1
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 81	9.5	8.5	10.7	9.4	7.0
York	February 82	9.2	10.0	8.3	10.4	8.8
South	July 81	10.2	10.4	12.0	10.0	9.3
Atlanta	May 81	9.4	13.8	13.7	10.9	9.3
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 81	11.1	11.0	10.8	9.6	8.7
Huntsville	February 82	7.0	–	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 81	9.7	12.4	–	–	9.8
Washington	March 82	8.7	9.5	–	7.6	4.1
North Central	July 81	10.1	9.6	10.6	10.0	10.0
Chicago	March 82	8.9	9.1	11.1	7.6	8.8
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 82	10.2	9.8	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.6	9.1
Milwaukee	May 81	10.4	10.1	11.2	9.2	9.7
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	8.2
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 81	11.5	10.5	9.7	11.0	11.5
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	July 81	10.6	10.5	11.1	10.3	9.7
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 81	9.9	7.7	–	11.5	11.6
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.6
Seattle-Everett	December 82	11.5	10.6	11.2	8.6	8.1

Major Collective Bargaining Settlements in the Private Sector, First 3 Months 1982

Major collective bargaining settlements reached in private industry during the first quarter of 1982 provided specified wage adjustments that averaged 2.2 percent in the first contract year and 2.0 percent each year over the life of these contracts. These averages compare to 7.8 and 5.5 percent, respectively, when the same parties bargained previously (on average, about 32 months ago).

The averages for first quarter 1982 settlements were dominated by the UAW-Ford and Teamsters-trucking industry agreements. These agreements covered about 70 percent of the 645,000 workers in the 65 major bargaining units for which settlements were reached during the first quarter. No specified wage adjustment was negotiated for approximately 460,000 workers covered by the auto and trucking contracts. These agreements do continue to include cost-of-living adjustment (COLA) clauses which have been revised to delay or reduce COLA increases. (COLA adjustments are not included in the average settlement calculations because they depend on unknown future changes in the Consumer Price Index.)

Workers covered by other first quarter settlements—185,000 workers in 62 bargaining units—had average specified wage adjustments of 7.8 percent in the first year and 6.8 percent annually over the life of the contract.

The Bureau's major collective bargaining settlements series cover 8.9 million workers in private-sector bargaining units with at least 1,000 workers. In addition to the average settlement data presented above, data are also published on "effective wage adjustments" which reflect actual wage adjustments received during the period. The effective wage adjustment averages include adjustments received from current settlements, deferred wage changes specified in earlier agreements, and COLA wage adjustments.

Settlements reached in the first 3 months of 1982

Almost half the workers covered by settlements reached in the first quarter of 1982 are in the trucking industry. The 38-month "Master Freight Agreement" reached by the Teamsters and Trucking Management, Inc. (TMI) in January provides no specified wage increase. In addition, the previous COLA clause was revised to provide annual rather than semiannual adjustments and to divert all or part of COLA increases to meet cost increases for maintaining existing health and welfare and pension benefit levels.

The settlement reached by Ford Motor Co. and 160,000 members of the United Automobile Workers, 7 months prior to the September expiration of the previous agreement, also provides no specified wage increase and revises the previous COLA clause. It defers for 18 months the effective date of the first three quarterly COLAs and reduces each by 2 cents. (For details of these two settlements, see March 1982 issue of *Current Wage Developments*.)

Because wage increases were not provided in the Ford and TMI settlements, the size of settlements with COLA clauses was much lower than usual and accentuated the differences between contracts with and without COLA.

First-year negotiated adjustments averaged 0.5 percent in settlements with COLA clauses compared with 7.9 percent in those without such clauses. Wage adjustments over the life of the contracts were 0.3 and 7.5 percent, respectively. Settlements with COLA clauses had an average duration of 34.7 months; those without such clauses averaged 24.6 months.

Most workers covered by first quarter settlements continued to have COLA protection. COLA clauses covered 496,000 workers or 77 percent of those under settlements concluded during the first quarter of 1982. No agreements introduced COLA clauses or reestablished a COLA provision that had been dropped earlier.

The Bureau also measures compensation (wage and benefit cost) changes in settlements covering at least 5,000 workers. In the first quarter, such settlements provided adjustments that averaged 1.8 percent in the first contract year and 1.1 percent over the life of the agreement.

Effective wage adjustments

Effective wage adjustmeents (both increases and decreases) under collective bargaining agreements result from (1) settlements reached during the period (2) deferred changes made under agreements negotiated in earlier periods, and (3) COLA provisions. Approximately 2.7 million workers received pay adjustments averaging 3.0 percent in the first quarter of 1982. When prorated over all 8.9 million workers covered by major agreements, pay adjustments implemented during the first quarter averaged 0.9 percent. About 6.2 million workers, including 490,000 under new settlements, had no wage change in the period.

Average wage changes (in percent) in the first quarter are as follows:

	Workers receiving adjustments	*All workers (prorated)*
All adjustments	3.0	0.9
New settlements	8.0	.1
Deferred adjustments	4.6	.5
COLA increases	1.2	.2

COLA clauses are designed to help workers recover purchasing power lost through price increases. The proportion of purchasing power recovered under individual bargaining agreements depends on the formula used to relate wages to price changes, the timing of COLA reviews, and possible "caps" on the amount of COLA increases. About 1.7 million workers received COLA increases under major collective bargaining agreements; the average wage gain for these workers was 1.2 percent, approximately three-fourths of the rise in consumer prices during the months of COLA review.

Bargaining activity, second quarter 1982

During the April-June 1982 period, 335 major agreements, covering 1.4 million workers (about one-fourth in construction), are due to expire or may be reopened for wage negotiations. In addition, at least 57 agreements, covering 367,000 workers, expired prior to April 1, but new agreements had not been reached or ratified by the end of March. The General Motors and UAW agreement reached in April as a result of an unscheduled contract reopening will influence the settlement measures for the second quarter.

Approximately 1.6 million workers are scheduled to receive deferred wage increases averaging 7.2 percent during the second quarter of 1982. These increases will be paid under provisions of existing bargaining agreements negotiated in prior years. About 2.2 million workers, principally in the trucking, steel, and electrical equipment industries, also are scheduled for COLA reviews.

Explanatory note about the data

This summary is confined to major collective bargaining units—those covering 1,000 workers or more—in private nonfarm industry. It is limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing. About 1 out of 8 wage and salary workers in private industry (excluding households) is covered by a major bargaining agreement.

Settlement data

Percentage changes in wage rates are calculated by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, measures of compensation (wages and benefits) changes are calculated by dividing the change in the value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement will not change (for example, methods of financing pensions or composition of the labor force will remain constant). The data, therefore, are measures of negotiated change and not of total changes in employer cost.

Data for settlements include specified first-year and deferred wage changes, but exclude potential wage changes resulting from COLA clauses. Settlements reached under both scheduled and unscheduled contract reopenings are included in the size of settlement data.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Effective wage adjustment data

Effective wage adjustments (both increases and decreases) are calculated by dividing wage changes implemented in a period by the average hourly wage rate at the beginning of the period.

Wage increases under COLA clauses are based on changes in the Consumer Price Index or other index specified in the contract for a specified review period. The average COLA adjustment is compared to the change in the index during the period used in calculating the amount of COLA increases.

Table 1 summarizes data on settlements concluded during the first 3 months of 1982. Measures are expressed as average wage "adjustments" to include settlements in which rates are increased, decreased, or unchanged.

The distribution of workers in tables 2 through 5 is based on the average change for all workers covered by the individual settlements. Means and medians are computed from these averages, which are weighted by the number of workers affected.

Additional historical settlements and wage-rate change information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics.

Data on public sector settlements of 5,000 workers or more are collected separately. Information on these units for the first half of 1982 will be released this summer.

PRELIMINARY

Table 1. Percentage changes in wage rates and compensation in settlements reach in first quarter 1982

Characteristic[1]	First-year change[2]	Annual change over life of contracts[3]	Number of workers (000's)
Wage-rate changes in settlements covering 1,000 workers or more:			
All industries	2.2	2.0	645
Contracts with COLA clauses	.5	.3	496
Contracts without COLA clauses	7.9	7.5	149
Manufacturing	1.9	1.8	227
Nonmanufacturing	2.4	2.0	418
Construction	9.3	8.9	33
All industries excluding construction	1.8	1.6	612
Nonmanufacturing excluding construction	1.8	1.4	385
Compensation changes in settlements covering 5,000 workers or more			
All industries	1.6	1.1	537
Contracts with COLA	.8	.2	477
Contracts without COLA clauses	9.0	8.1	60

[1] Some characteristics normally included in this table are not presented because they do not meet publication standards. These characteristics will be published in the article covering the first 6 months of 1982.

[2] Change effective within first 12 months of contract term.

[3] Total change over contract term expressed as an average annual (compound) rate.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

PRELIMINARY

Table 2. First-year wage-rate adjustments in settlements covering 1,000 workers or more, first quarter 1982

Rate of adjustment[1]	Percent of workers affected		
	All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	73	74	72
Decreases	1	1	1
Increases	26	25	27
Under 6 percent	2	4	1
6 and under 8 percent	4	1	6
8 and under 10 percent	10	14	7
10 and under 12 percent	7	5	9
12 percent and over	2	–	4
Number of workers (in thousands)	645	227	418
Mean adjustment (percent)	2.2	1.9	2.4
Median adjustment (percent)	0	0	0

[1] Percent of estimated average hourly earnings, excluding overtime. Presents changes in wage rates decided upon during the period and effective within 12 months of the effective date of the agreement.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

PRELIMINARY

Table 3. Annual rate of wage-rate adjustments in settlements covering 1,000 workers or more, first quarter 1982

Rate of adjustment[1]	Percent of workers affected		
	All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	71	70	72
Decreases	1	1	1
Increases	28	29	27
Under 4 percent	2	4	1
4 and under 6 percent	5	4	5
6 and under 8 percent	5	2	7
8 and under 10 percent	12	14	10
10 percent and over	4	3	4
Number of workers (in thousands)	645	227	418
Mean adjustment (percent)	2.0	1.8	2.0
Median adjustment (percent)	0	0	0

[1] Percent of estimated average hourly earnings, excluding overtime. Presents the total amount of wage adjustments over the life of the agreement, reduced to an average annual (compound) rate.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

PRELIMINARY

Table 4. Annual rate of compensation adjustments in settlements covering 5,000 workers or more, first quarter 1982

Rate of adjustment[1]	Percent of workers affected	
	First year adjustment[2]	Adjustment averaged over life of contract[3]
All actions	100	100
No wage change	–	–
Decreases	30	30
Increases	70	70
Under 4 percent	56	56
4 and under 6 percent	1	4
6 and under 8 percent	3	3
8 and under 10 percent	3	6
10 and under 12 percent	4	1
12 percent and over	3	–
Number of workers (in thousands)	537	537
Mean adjustment (percent)	1.8	1.1
Median adjustment (percent)	1.3	.4

[1] Percent of estimated average hourly compensation.

[2] Changes in wages and benefits decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in wages and benefits levels by the end of the contract period, expressed as an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlements.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

PRELIMINARY

Table 5. Annual rate of adjustment in wages and compensation in construction settlements covering 1,000 workers or more, first quarter 1982

Rate of adjustment[1]	Percent of workers affected			
	Compensation		Wages alone	
	First year adjustment[2]	Adjustment averaged over life of contract[3]	First year adjustment[2]	Adjustment averaged over life of contract[3]
All actions	100	100	100	100
No change	–	–	–	–
Decreases	–	–	–	–
Increases	100	100	100	100
Under 6 percent	–	–	–	–
6 and under 8 percent	39	39	45	39
8 and under 10 percent	16	16	17	23
10 and under 12 percent	18	33	23	23
12 and under 14 percent	23	12	10	15
14 percent and over	4	–	4	–
Number of workers (in thousands)	33	33	33	33
Mean adjustment (percent)	10.2	9.3	9.3	8.9
Median adjustment (percent)	9.7	9.8	9.1	9.3

[1] Percent of estimated average compensation in construction (wages and benefits) and percent of estimated average hourly earnings, excluding overtime (wages alone).

[2] Changes decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in pay levels by the end of the contract period, expressed as an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlement.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

PRELIMINARY

Table 6. Average wage-rate adjustments in settlements covering 1,000 workers or more reached during first quarter 1982, by duration of contract

Characteristics	Contract duration			
	6 months to under 18 months	18 months to under 30 months	30 months to under 42 months	All contracts[1]
Number of settlements	12	28	24	65
Number of workers (in thousands)	34	79	530	645
Average duration (months	12.4	24.0	34.9	32.4
Percent adjustment in:				
First contract year	5.1	8.8	1.0	2.2
Second contract year	–	7.3	.9	[2]1.7
Third contract year	–	[3]0	.5	[3].6
Average annual change over life of contract	5.4	8.1	.8	2.0

[1] Includes 1 contract covering 1,100 workers with a duration of 48 months not shown separately.

[2] Average is based only on settlements with a duration greater than 12 months.

[3] Average is based only on settlements with a duration greater than 24 months.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

PRELIMINARY

Table 7. Average quarterly wage and compensation adjustments for settlements reached in 1980-first quarter 1982

Characteristics	Full year 1980	1981					1982
		I	II	III	IV	Full year[1]	I[1]
Wage rate adjustments (1,000 workers or more)							
First year:							
All industries	9.5	7.1	11.8	10.8	9.0	9.8	2.2
Manufacturing	7.4	6.4	8.2	9.0	6.6	7.2	1.9
Nonmanufacturing	10.9	8.4	12.5	11.6	9.6	11.2	2.4
Construction	13.6	11.4	12.9	16.4	11.4	13.5	9.3
All industries excluding construction	8.4	6.9	10.6	8.8	9.0	8.6	1.8
Nonmanufacturing excluding construction	9.5	8.0	11.8	8.6	9.6	9.8	1.8
Average annual change over life of contract:							
All industries	7.1	6.2	9.7	8.7	5.7	7.9	2.0
Manufacturing	5.4	5.5	6.7	7.5	5.4	6.1	1.8
Nonmanufacturing	8.3	7.7	10.3	9.2	5.8	8.8	2.0
Construction	11.5	10.3	11.1	12.4	11.7	11.3	8.9
All industries excluding construction	6.0	6.0	8.3	7.3	5.6	6.7	1.6
Nonmanufacturing excluding construction	6.6	7.3	9.1	7.2	5.6	7.3	1.4
Compensation adjustments (5,000 workers or more)							
First-year	10.4	7.7	11.6	10.5	11.0	10.2	1.8
Average annual change over life of contract	7.1	7.2	10.8	8.1	5.6	8.3	1.1

[1] Preliminary.

SOURCE: Bureau of Labor Statistics.

PRELIMINARY

Table 8. Average quarterly effective wage adjustments, 1980-first quarter 1982

Characteristics	Full year 1980[1]	1981					1982
		I	II	III	IV	Full year[1]	I[2]
Total effective adjustments	9.9	1.7	3.2	3.3	1.5	9.5	0.9
Current settlements	3.6	.4	1.1	.5	.4	2.5	.1
Prior settlements	3.5	.5	1.4	1.5	.4	3.8	.5
COLA provision	2.6	.7	.7	1.2	.6	3.2	.2
Total effective adjustments by industry:							
Manufacturing	10.2	2.3	2.4	3.1	1.9	9.4	.8
Nonmanufacturing excluding construction	9.6	1.4	2.6	3.4	1.3	8.8	1.1
Construction	9.9	.6	6.5	3.3	.8	11.2	.7
Transportation and public utilities	10.8	1.1	2.2	4.0	1.4	8.6	.8
Wholesale and retail trade	7.6	2.5	1.6	3.2	.9	8.1	1.9
Services	8.1	1.5	3.3	2.9	1.9	9.6	1.4

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly change. Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

[2] Preliminary.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981											1982
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May
Major bargaining settlements	X			X			X				X	
State and local government settlements			X			X				X		
Employment Cost Index quarterly article		X			X			X			X	
Employment Cost Index historical table												X
Other articles										X[1]		
Index to wage and benefit changes in preceding year									X			

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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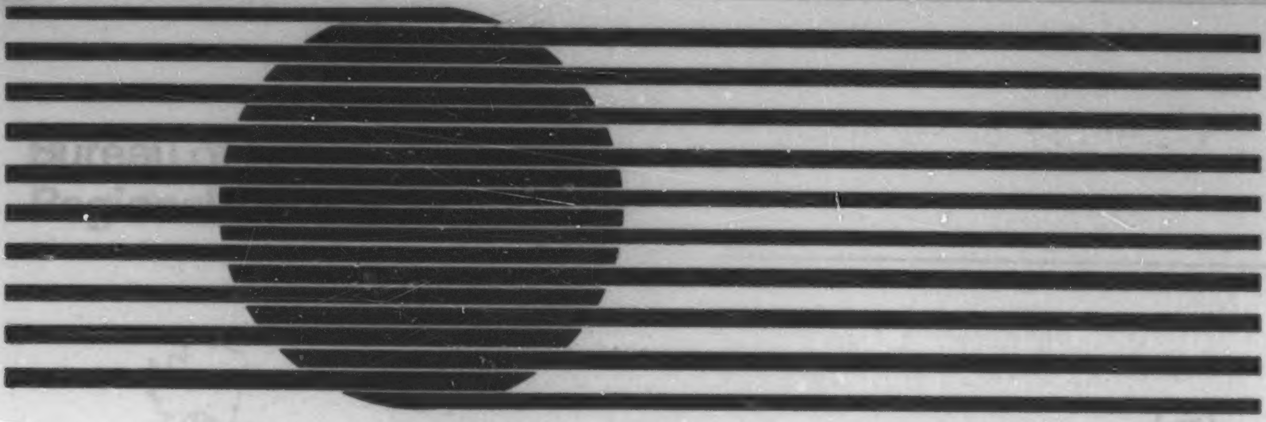

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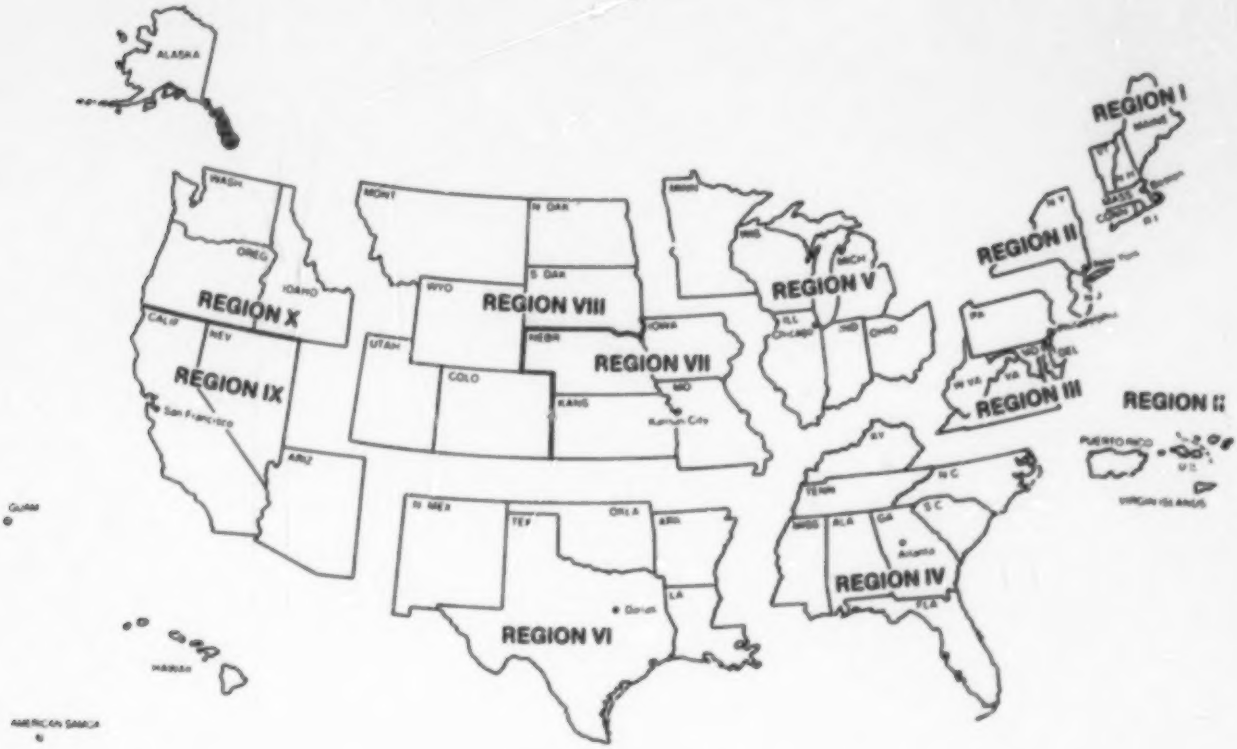

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Includes Data for June 1982

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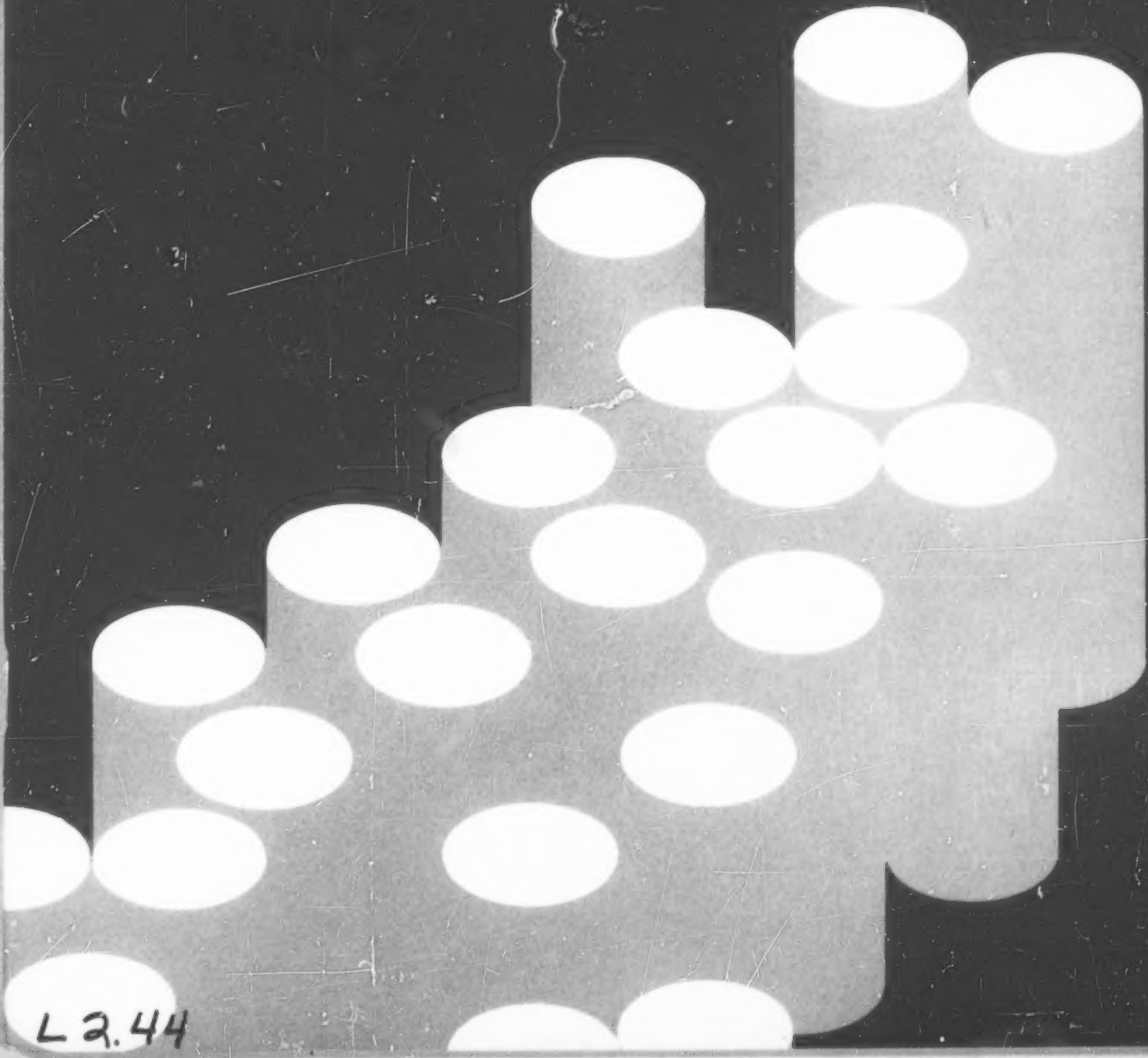
July 1982



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Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Controlled circulation rate paid at Riverdale, Md. and at additional mailing offices.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

July 1982 Volume 34 Number 7

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

Apparel accord. About 150,000 workers in the dress, coat and suit, and sportswear industries were covered by a settlement between the Ladies' Garment Workers and various employer groups. The 3-year agreements, which were expected to set a pattern for 5,000 other workers, were effective on the June 1 termination date of the prior agreements but the initial 35-cents-an-hour wage increase was deferred to December 1, 1982. This will be followed by a 35-cents increase on June 1, 1983, and 40-cents increase on July 1, 1984. Under the prior contracts, hourly pay rates ranged from $5.50 to $5.75.

A cost-of-living clause was established. Under the formula, the workers will receive a February 1984 pay adjustment of 10 cents an hour if the Consumer Price Index for Urban Wage Earners and Clerical Workers rises 8.5 percent between June 1, 1982, and December 1, 1983, plus 5 cents for each additional 0.5-percentage point rise in the Index, subject to a 25 cents cap. Prior contracts did not have such a clause but were subject to reopening if the CPI rose specified amounts.

Other terms included an additional paid holiday and a 1.5 percent (of payroll) increase in employer financing of benefits for sportswear employees.

Employer groups involved in the settlement included the Affiliated Dress Manufacturers Association, Apparel Manufacturers Association, New York Coat and Suit Association, and New York Skirt and Sportswear Association.

Airline settlement. A 3½-week strike against Northwest Airlines ended when 3,600 mechanics, baggage handlers, food-service workers, and security personnel ratified a 38-month contract. The agreement, negotiated by the International Association of Machinists, called for wage increases of 9 percent retroactive to November 1, 1981, 9 percent on January 1, 1983, and 5.5 percent on January 1, 1984.

There was a compromise on the productivity concession Northwest had sought. In exchange for greater flexibility in job assignments, the company dropped its demand for an increase in the number of part-time employees. The union said that it viewed the changes in work rules as a lesser danger to job security than an increase in the number of part-time employees.

Other provisions included increase shift differentials and pay premiums for employees holding Federal aircraft repair and maintenance licenses, and a new combined regular medical and major medical lifetime coverage of $1 million, instead of the previous total of $500,000.

Railway, transit equipment workers settle. A 207-day strike against plants of American Standard, Inc., subsidiaries in Wilmerding and Swissvale, Pa., ended when the company and Local 610 of the United Electrical Workers resolved the last major issue by agreeing on grievance-arbitration procedures for determining if the company was justified in firing 22 strikers for alleged picket-line violence. Other major issues were company demands for increased productivity and installation of a computer system to aid in keeping inventories and managing work flow. The union said that it had agreed to installation of the computer system after the company promised not to use it for pinpointing high incentive earnings or for any timestudy purposes.

Regarding the productivity issue, American Standard said the settlement provides that, "in general, incentive employees will have to meet or exceed output standard before prior earnings are guaranteed, however, they will now have the opportunity to increase their earnings signficantly depending on their output."

The 3-year accord also limited workers at the Westinghouse Air Brake Co. plant in Wilmerding, Pa., to two job transfers a year. Previously, they could bid on jobs at will, which disrupted production, according to management officials. American Standard agreed to conduct programs to train senior employees at the WABCO plant and the Union Switch and Signal plant in Swissvale for job openings. The settlement, which covered 3,800 workers at the two plants, provided for a total of 85 cents an hour in specified wage increases; for retention of the provision for automatic cost-of-living pay adjustments, subject to a limit of $2.32 an hour over the 3-year term; for establishment of a dental care plan; and for improvements in pensions and other benefits.

Pulp and paperworkers negotiate "gainsharing." More than 2,000 employees of Crown Zellerbach pulp and paper mills in Camas and Port Townsend, Wash., were covered by a new "gainsharing" plan developed under provisions of a 5-year labor contract negotiated in mid-1981. Crown Zellerbach said the plan will pay the workers extra money for "productivity improvements achieved by 'working smarter, not harder."

The employees, who are represented by the Association of Western Pulp and Paper Workers union, received an initial payment of $500 because they accepted the plan before a June 1 deadline. In the future, the size of the annual lump-sum payments will be based on the hours worked and the cost savings resulting from a productivity formula. The formula will include such factors as the output of paper machines and reduction of waste and purchased energy. Regardless of the results, the workers will receive at least 10 cents for each hour worked during the preceding 12 months.

Steel industry developments

The way cleared for a possible early settlement in the steel industry when a meeting of the presidents of Steelworkers locals authorized the beginning of "discussions (with the major producers) for the purpose of exploring possible solutions" to economic conditions and resulting workers layoffs plaguing the industry. The vote tally on the proposal was 263 to 79.

Union president Lloyd McBride said that "at this point, I'm not ruling in or ruling out anything" regarding possible wage and benefit concessions or new contract talks. The unions' current 3-year agreements with the eight Coordinating Committee Steel Companies were not scheduled to expire until August 1983 and in succeeding months for other firms that traditionally follow their settlement lead.

The industry's increasing pleas to the union for negotiations on cost relief had culminated in a May 28 letter to McBride from Bruce Johnston, a U.S. Steel Corp. vice president and chief negotiator for the coordinating committee. In the letter, which was accompanied by a 14-page list of steel mills that have closed since 1959 , Johnston called for negotiations on revisions of the current agreements and on successor agreements.

Johnston did not present any specific demands but he did emphasize a need to help counter the inroads of imported steel. He said that the domestic industry's February average employment cost was $22.69 an hour for production workers, 95 percent higher than the average for workers in all other manufacturing industries. He also said that labor costs accounted for 40 percent of total production costs, "a burden which the marketplace will no longer support."

In a related development, U.S. Steel Corp. reduced salaries of its 20,000 management level employees by at least 5 percent, effective July 1. In addition, the company froze the cost-of-living allowances of 7,000 nonmanagement employees; previously, the company had granted quarterly pay adjustments to these employees similar to those resulting from the provision in the Steelworkers' contract.

The company also said that some benefits would be reduced for all of the white-collar workers. The changes included elimination of the fifth week of paid vacation for long-service employees, two paid holidays a year, and a dental care plan, as well as modifications of other health benefits.

Other major steel companies had imposed similar changes for nonunion white-collar workers earlier in the year.

Developments in other industries. The results of adverse economic conditions were not confined to the steel industry, and various companies moved to alleviate their problems, either through bargaining with unions or by instituting wage and benefit reductions for nonunion workers.

- The Aluminum Co. of America froze the salaries of its top 1,800 managers and cut in half the rate at which 9,500 other salaried employees accrue points toward salary increases based on the cost-of-living, performance, and other factors. Company spokesman Robert Larson described the move as " a short-term tactic to conserve cash and a long-term strategy to bring all our salaries into a more competitive relationship with other manufacturing companies."

ALCOA said profits had dropped to $43.8 million in the first quarter of 1982, from $101.2 million a year earlier. At the time of the announcement, the company was operating at 66 percent of capacity.

- Caterpillar Tractor Co. froze the salaries of its management and weekly salaried employees, and suspended their quarterly cost-of-living increases, merit raises, and payments in lieu of unused vacation time. The move affected 13,800 management employees and 9,600 others, such as secretaries and technicians.

The action followed a first quarter profit decline of 70 percent from a year earlier, to $42.5 million. The heavy equipment manufacturer also was offering cash retirement inducements to management employees who are at least 58 years of age.

- In another development in farm and industrial equipment manufacturing, Massey Ferguson announced that it was deferring payment of part of the salaries of its 3,000 North American white-collar employees until October. The deferred amount, expected to total $6 million, amounted to 25 percent of pay for senior employees and 20 percent for others. The Canadian company indicated that 2,000 of the affected workers are located in the United States, primarily in the Des Moines, Iowa and Detroit, Mich. areas. In another development earlier in 1982, the company instituted a 10-percent pay cut for salaried workers that continued in effect. Earlier in 1982, Massey-Ferguson's production workers in the United States agreed to wage concessions totaling $10 million over 30-month period. These workers are represented by the Automobile Workers.

The company lost $99.2 million in the first quarter of 1982, compared with a $89.4 million loss in the first quarter of 1981.

- Barber Greene Co. cut salaries by 3 to 9 percent for its 900 office and management employees in the United Standard and Canada. The company also said that salaries will be frozen at the reduced level "for the indefinite future" and that some of its white-collar workers would be laid off over the next 2 months. The company, which had already cut its hourly work force by 30 percent within the last year, said the white-collar actions were necessitated by slumping demand for its road construction, mining, and industrial machinery.
- The Hesston Co., a Kansas manufacturer of farm and oil field equipment froze the pay of 200 clerical workers and cut the pay of 350 other white-collar workers by 5 percent. Hesston said the moves were needed "to reduce costs that cannot be recovered in today's economic conditions." The changes did not affect 950 employees represented by an independent union.
- Clark Equipment Co. announced plans to cut 700 employees from its white-collar staff of 5,200 by November 1. Some of the reduction would be accomplished by offering special retirement incentives to employees who are age 55 with at least 10 years of service. About 500 employees were eligible for the program, to be offered for a 2-month period beginning July 15. The construction equipment produces, which lost more than $12 million during the last quarter of 1981 and the first quarter of 1982, also disclosed that it was undertaking a study to determine if some of its 11 North American plants should be closed.
- In Columbus, Ind., Cummins Engine Co., manufacturers of diesel engines, cut the pay of all its salaried employees in the United States by 6 percent and said it was considering further measures to reduce cost. This was on top a cut 3 months earlier that only applied to officers of the company. Cummins also said that it was discussing wage concessions with an independent union representing officeworkers in the Columbus area. However, Cummins said it was not discussing cuts with another independent union, the Diesel Workers Union, because "we've already had lots of layoffs among the production workers it represents." Cummins earned $13 million on sales of $477 million during the first quarter of 1982, compared with earnings of $27 million on sales of $512 million during the year earlier period.
- In the rubber industry, B.F. Goodrich Co. announced that it was cutting the pay of 10,000 higher-salaried employees and freezing the pay of several thousand others. John D. Ong, chairman and chief executive officer of the company, said "the actions are precautionary in nature and represent our commitment to managing our way through this difficult period." The cut, limited to employees earning at least $20,000 annually, was 15 percent for members of Goodrich's management comittee, 10 percent for other executives, and 5 percent for other employees. The company also said that it would not grant any new pay increases to salaried workers and was eliminating 1 week of paid vaction for those scheduled for 3 weeks in 1983.
- Exxon Corp. announced that it planned to reduce expenses by 15 percent and that 60 percent of this would be achieved through personnel cutbacks. The oil company said that the staff reduction would be achieved through voluntary retirements but declined to reveal how many. Company earnings in the first quarter fell to $1.24 billion or $1.43 a share, from $1.6 billion or $1.85 a share in the first quarter of 1981.
- In Grand Haven, Mich., employees of the Bastian Blessing Co. agreed to $1-an-hour reduction in future wage and benefit improvements that had been scheduled under a 3-year contract negotiated in February. Under the concession plan, negotiated in May, average pay will reportedly go from $9.30 an hour to $9.32 by the end of 1983 and to $10.12 by the end of the 3-year contract term. Three hundred members of Sheet Metal Workers Local 430 accepted the agreement after they were informed that the cost reduction was necessary to assure purchase of the plant by local investors, including some officials of the plant, which makes restaurant equipment. The purchase negotiations were being conducted with the plant's parent firm, Bastian Industries, Inc. The Grand Haven plant had been experiencing financial problems and layoffs because of the loss of a major account but the purchase group assured the employees that completion of the sale would result in recall of the workers.
- In the construction industry, 200 plumbers in Connecticut agreed to work on housebuilding projects at 65 percent of their usual pay rate. The agreement between the Naugatuck Valley Mechanical Contractors Association and Local 22 of the Plumbers and Pipefitters specified that the special rate would apply to work on single family homes, garden apartments, and condominiums. The rate also applies to small warehouses and commercial facilities. Jay Dembinski, president of one of the association's member firms, said that the agreement, which also eased some of the union's work rules, "will help union contractors reestablish themselves in this area."
- In Lockport, N.Y., 430 employees of Guterl Special Steel Corp. agreed to a package of wage and benefit reductions expected to save the company $1.5 million. Workers will return to "normal" wage and benefit levels in October 1983, a week before the expiration of Guterl's current contract with Local 2857 of the United Steelworkers. In return for the aid, the company agreed to return to employees the dollar value of the concessions, plus 7 percent interest, beginning October 1, 1984, if financial conditions permit. Guterl president

Douglas K. Pinner said the union aid was necessitated by "a severely depressed economy, coupled with unconscionable levels of imports approaching 50 percent in some steel products . . ."

- The Kirsch Co., a maker of homefurnishings hardware, and Local 797 of the Automobile Workers revised their existing contract to provide for a wage freeze extending to June 1985. The accord, which was ratified by a 410 to 41 margin, also called for reductions in some benefits. Despite these cost-saving changes, the Sturges, Mich., firm gave no assurance that more layoffs or a plant closing could be averted. Kirsch already had 300 production workers on layoff.

- In the nonferrous mining industry, Hecla Mining Co. of Wallace, Idaho, announced a pay reduction ranging from 5 percent for employees earning less than $17,000 a year to 15 percent for top management. The reduction was 10 percent ($2,080 a year) for miners earning the starting rate of $10 an hour. Among the workers affected were 100 gold miners and 30 lead and silver miners. The cut did not apply to 250 lead and silver miners represented by the United Steel Workers. It also did not apply to 220 nonunion lead, zinc, and silver miners whose pay was earlier cut 10 percent. Hecla president William A. Griffith said the pay cuts were required because of severe declines in mineral prices.

- In Billings, Mont., 350 employees of Pierce Packing Co. agreed to a 1-year wage reduction of $1.90 an hour, with the lost money to be repaid over a 4-year period. The workers, who are represented by two locals of the United Food and Commercial Workers and a local of the Operting Engineers, also agreed to a 1-year moratorium on pay increases, including cost-of-living adjustments; to take three holidays without pay; and to changes in work rules intended to increase productivity. Similar changes were instituted for salaried employees, who are not union represented. The company said the changes were needed to counter a slowdown in its sales of pork products.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CPC International, Inc. Various locations Oil, Chemical and Atomic Workers—1,800	60 cents 7/1/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD July 1981.
Grain milling companies Buffalo, N.Y. Grain Millers—1,200	9 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Oct. 1981).
E. J. Brach and Sons, Inc. Chicago, Ill. Teamsters (Ind.)—2,700	7 percent 7/15/82	Deferred increase negotiated 7/80 (CWD Jan. 1981); see CWD July 1981.
Quaker Oats Co. Cedar Rapids, Iowa Retail, Wholesale and Department Store Workers —1,050	3 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
J.R. Simplot Co. Heyburn, Idaho Grain Millers—1,000	See next column 6/15/82	6 percent deferred increase negotiated 6/81 (CWD Sept. 1981) and 2 cent automatic annual cost-of-living adjustment.
Sugar plantation companies of of Hawaii Longshoremen—7,000	5 percent 7/1/82	Deferred increase negotiated 2/82 (CWD May 1982).
Pineapple cos. of Hawaii Hawaii Longshoremen—4,450	2 percent 7/1/82	Deferred increase negotiated 2/82 (CWD May 1982).

TOBACCO MANUFACTURES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Liggett & Myers Co. Durham, N.C. Bakery, Confectionery and Tobacco Workers—1,800	25 cents 7/1/82	Guaranteed cost-of-living adjustment negotiated 1/80 (CWD Mar. 1980); see CWD July 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS		
Clothing Manufacturers Assn. of USA National Clothing and Textile Workers—70,000	See next column	3-year agreement negotiated 4/82 also provided: 25 cents general wage increase effective 10/4/82, 30 cents 5/31/83 and 50 cents on 6/4/84; 16 percent (of payroll) payment to pension fund (was 15 percent); cost-of-living clause continued, providing adjustment on 5/31/83—if the CPI-W attains 294.6 in 12/82, will receive 5 cents with additional 1 cent for each 0.5 point rise, to a maximum of 15 cents per year, adjustment on 6/4/84 is based on the CPI rising 5.4 percent from 12/82-12/83—provides 5 cents adjustment plus 1 cent for each additional 0.5 point rise to a maximum of 15 cents (formula was incorrectly described in Wage Highlights of May 1982 issue); see CWD Oct. 1981.
Lingerie Manufacturers Assn. of New York Inc.; Negligee Manufacturers Assn. of New York Inc.; and Allied Underwear Assn., Inc. New York, N.Y. Ladies' Garment Workers 4,900	9 percent 7/6/82	Deferred increase negotiated 8/81 (CWD Nov. 1981).
LUMBER AND WOOD PRODUCTS		
Southern California Lumber Employers Council Los Angeles County, Calif. Carpenters and Joiners—1,200	8.5 percent 7/1/82	Deferred increase negotiated 7/17/81 (CWD Nov. 1981); see CWD Sept. 1980.
FURNITURE AND FIXTURES		
Litton Business Systems Inc., Cole Div. York, Pa. Steelworkers—650	42 cents 7/1/82	Deferred increase negotiated 7/1/81 (CWD Nov. 1981); see CWD Sept. 1980.
Roper Eastern Group (formerly Eastern Products Corp.) Baltimore, Columbia, and Hagerstown, Md. Furniture Workers—1,150	30 cents 5/17/82	3-year agreement negotiated 5/16/82 also provided: 30 cents on 5/17/83 and 25 cents on 5/17/84; continuation of annual cost-of-living cost clause based on BLS-CPI-W (1967 = 100) with 5 cent cap in 2d and 3d years; 28.5 cents hour (was 22.5 cents) to pension fund, increasing to 34.5 cents in 5/83 and to 40.5 cents in 5/84; 49 cents hour (was 35 cents) to medical fund, increasing to 63 cents in 2d year and to 77 cents in 3d year; no recent listing.
Memphis Furniture Co. Memphis, Tenn. Furniture Workers—1,200	25 cents 6/1/82	3-year agreement negotiated 5/29/82 also provided: 20 cents on 6/1/83 and 25 cents on 6/1/84; $40 month (was $36) for medical benefits, increasing to $42 in 2d year and to $44 in 3d; no recent listing.
North American Phillips Consumer Electronics (formerly Magnavox Furniture Co.) Electrical Workers (IUE)—1,000	42 cents 7/1/82	Deferred increase negotiated 6/30/81 (CWD Oct. 1981); see CWD Sept. 1980.
RCA Corp. Monticello, Ind. Carpenters and Joiners—1,000	7 cents 6/1/82	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1981.
PAPER AND ALLIED PRODUCTS		
Philadelphia Container Assn. Philadelphia, Pa., area Paperworkers—1,100	65 cents 7/1/82	Deferred increase negotiated 7/1/81 (CWD Oct. 1981); see CWD July 1980.
International Paper Co., Multiple Mill Group S.C., Ala., Fla., Miss., Ark., and La. Paperworkers; Firemen and Oilers—8,000	3 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Bowaters Southern Paper Corp. Tennessee Paperworkers—1,150	8 percent 7/3/82	Deferred increase negotiated 7/80, previously provided 10 percent on 7/3/81; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS—Continued		
Olin Kraft Inc. West Monroe, La. Paperworkers—1,000	8 percent 7/1/82	Deferred increase negotiated 6/29/80 (CWD Oct. 1980), also received 8 percent on 7/1/81; see CWD July 1979.
Georgia-Pacific Corp. Crossett, Ark. Paperworkers—1,100	8 percent 7/1/82	Deferred increase negotiated 10/11/80 (CWD Mar. 1981); see CWD June 1979.
St. James River Co. (formerly American Can Corp.) Neenah, Menasha, Wausau, and Paper Workers—1,500	34 cents 5/1/82	2-year agreement negotiated 5/6/82 also provided: wage reopener with strike option on 5/1/83; $17 (was $16) month pension for each credited year of service, increasing to $18 in 2d year; see CWD May 1981.
PRINTING AND PUBLISHING		
Publishers Assn. of New York City (printers) New York, N.Y. Typographic Union—2,500	.8 percent 6/1/82	Automatic quarter cost-of-living adjustment; see CWD May 1982.
Dayton Press, Inc. Dayton, Ohio Graphic Arts—1,200	25 cents 7/1/82	Deferred increase negotiated 5/19/78 (CWD Aug. 1978), also received 25 cents on 7/1/81; see CWD July 1980.
Union Employees Assn. (job offices contract) Chicago, Ill. International Typographical Union—1,300	15 cents 6/1/82	Automatic semiannual cost-of-living adjustment; also provided 53 cents in 12/81, 41 cents in 6/81, 52 cents in 12/80 and 72 cents in 6/80; no recent listing.
Union Employers Assn., Div. of Printing Industry of Ill. Graphic Arts—1,000	14 cents 6/1/82	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1981.
Twin City Commercial Printers Minneapolis and St. Paul, Minn. Graphic Arts—1,200	38 cents	Automatic semiannual cost-of-living adjustment; see CWD June 1982.
San Francisco Newspaper Publishers Assn. Newspaper Guild—1,000	2.6 percent 7/1/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD Aug. 1981.
CHEMICALS AND ALLIED PRODUCTS		
Avtex Fibers, Inc. Various locations Clothing and Textile Workers —3,300	3 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
The Armstrong Rubber Co. Various locations Rubber Workers—3,000	11 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Gates Rubber Co. Denver, Colo. Rubber Workers—2,650	6 cent 5/24/82	Increase includes 5 cents advance cost-of-living increase and 1 cent automatic quarterly cost-of-living adjustment; see CWD May 1982.
STONE, CLAY, AND GLASS PRODUCTS		
The Carborundum Co. Niagra Falls, N.Y., area Oil, Chemical and Atomic Workers—1,950	82 cents 7/19/82	Deferred increase negotiated 7/81 (CWD Nov. 1981); shift differentials increased to 31 and 36 cents for the 2d and 3d shifts (were 29 and 34 cents).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES		
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—80,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1981.
Bethlehem Steel Corp. Various locations Steelworkers—50,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Armco, Inc. Various locations Steelworkers—12,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Jones & Laughlin Steel Corp. Various locations Steelworkers—19,850	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Republic Steel Corp. Various locations Steelworkers—5,400	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Aluminum Co. of America Various locations Steelworkers—10,000	8 cents 3/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Aluminum Co. of America Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—9,200	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Reynolds Metals Co. Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—6,000	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Reynolds Metals Co. Various locations Steelworkers—8,100	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Kaiser Aluminum & Chemical Corp. Various locations Steelworkers	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Phelps Dodge Corp. (smelting and refining operations) Various locations Steelworkers and other various unions	See next column 7/1/82	Increase consists of 15 cents deferred general wage increase plus increment increases between job classifications negotiated 11/80 (CWD Dec. 1980) see CWD June 1982.
Kennecott Corp. (was Kennecott Copper Corp.)-smelting and refining operations Various locations Steelworkers and 22 other unions 3.600	See next column 7/1/82	Increase consists of 15 cents deferred general wage increase plus increment increases between job classes negotiated 8/80 (CWD Oct. 1980); see CWD June 1982.
Kennecott Corp. (skilled trades) Various locations Steel workers and 22 other unions—1,700	See next column 7/1/82	Increase consists of 15 cents deferred general wage increase plus increment increases between job classifications negotiated 8/80 (CWD Oct. 1980); see CWD June 1982.

Continued—Selected wage and benefit changes

PRIMARY METAL INDUSTRIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Allegheny International Inc. Allegheny Ludlum Industries, Inc. Conn., N.Y., and Pa. Steelworkers—7,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Al Tech Specialty Steel Corp. an affiliate of CATX Corp. Watervilet and Dunkirk, N.Y. Steelworkers—2,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Amax, Inc., U.S. Metals Refining Co., Div. Carteret, N.J. Steelworkers—1,400	See next column 7/1/82	Increase consists of 15 cents deferred general wage plus 1-cent increment increases between 20 job classes negotiated 10/80 (CWD Nov. 1980); see CWD June 1982.
Phoenix Steel Corp. Phoenixville, Pa.; and Claymont, Del. Steelworkers—1,400	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Shenango Furnace Co. Shenango, Inc. subsidiary Buffalo, N.Y. and Sharpeville and Neville Island, Pa. Steelworkers—1,600	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Sharon Steel Corp. Sharon and Farrell, Pa.; Warren, Ohio; and Dearborn, Mich. Steelworkers—3,400	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Jessup Steel Co., a subsidiary of Athlone Industries Inc. Washington, Pa., and Owensboro, Ky. Steelworkers—1,350	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Cyclops Corp., Universal Cyclops Specialty Steel Div. Bridgeville, Pittsburgh, Alliquippa, and Titusville, Pa. Steelworkers—1,600	5 cents 5/1/82	Automatic quarterly cost-of-lving adjustment; see CWD May 1982.
Latrobe Steel Co. Latrobe, Pa. Steelworkers—1,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Lukens Steel Co. Coatesville, Pa. Steelworkers—2,400	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Babcock and Wilcox Co., Tubular Products Div. Beaver Falls, Pa. Steelworkers—4,100	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Midland-Ross Corp., National Casting Div. Sharon, Pa. Steelworkers—1,050	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Reynolds Metals Co., Alloys Plants and Reduction Plant Listerhill, Ala., area Trades Council, Machinists and Firemen and Oilers—1,200	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Revere Copper and Brass, Inc. Goose Pond Island (Scottsboro), Ala. Steelworkers—1,100	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Weirton Steel, a division of National Steel Corp. Weirton, W. Va.; and Steubenville, Ohio Independent Steelworkers Union —11,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1981.
Youngstown Sheet and Tube Co. operations of Jones & Laughin Steel Corp. Youngstown, Ohio area and East Chicago, Ind. Steelworkers—11,400	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Valley Mould and Iron Co. a division of Microdot, Inc. Cleveland, and Hubbard Ohio and Chicago, Ill. Steelworkers—1,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Aluminum Co. of America Cleveland, Ohio Automobile Workers—1,000	15 cents 7/82	Deferred increase negotiated 7/80 (CWD Mar. 1981); also received 0.5-cents per hour increase in increment between job classifications; see below.
Aluminum Co. of America Cleveland, Ohio Automobile Workers—1,000	6 cents 6/82	Automatic quarterly cost-of-living adjustment; also received 0.1-cent increase in increment between job classification; previously received adjustment of 8 cents in 3/82; see CWD Feb. 1982.
Buckeye International, Inc. Buckeye Steel Castings Co. Div. Columbus, Ohio Steelworkers—1,350	4 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Ormet Corp. Hannibal, Ohio Steelworkers—1,800	See next column	Correction: The cost-of-living adjustment reported in the April 1982 issue should have been 8 cents; see CWD June 1982.
Consolidated Aluminum Corp. Hannibal, Ohio Steelworkers—1,000	See next column	Correction: The cost-of-living adjustment reported in the April 1982 issue should have been 8 cents; see CWD June 1982.
Armco, Inc. Middletown, New Miami, and Hamilton, Ohio Armco Employees Independent Federation, Inc.—6,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Copperweld Steel Co. Warren, Ohio Steelworkers—2,150	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Cyclops Corp., Detroit Steel Corp. subsidiary, Empire-Detroit Steel Div. Mansfield, Ohio Steelworkers—1,100	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Penn-Dixie Steel Corp. Kokomo, Ind. Steelworkers—1,300	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Cabot Corp. Kokomo, Ind. Steelworkers	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
National Steel Corp., Midwest Steel Div. Portage, Ind. Steelworkers—1,300	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Inland Steel Co., Indiana Harbor Works East Chicago, Ind. Steelworkers—20,600	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Interlake, Inc. Chicago (Riverdale), Ill. Steelworkers—1,800	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Wagner Castings Co. Decatur, Ill. Allied Industrial Workers—1,000	3 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Laclede Steel Co. Alton, Ill. Steelworkers—2,500	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
National Steel Corp. Granite City Steel Div. Granite City, Ill. Steelworkers—2,500	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Northwestern Steel and Wire Co. Sterling and Rock Falls, Ill. Steelworkers—4,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
National Steel Corp. Great Lakes Steel Div. Ecorse and River Rouge, Mich. Steelworkers—9,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Magma Copper Co. (smelting and refining operations) San Manuel and Superior, Ariz. Steelworkers and other unions —4,500	See next column 7/1/82	Increase consists of 15 cents deferred general wage increase plus increment increase between job classes negotiated 10/80 (CWD Oct. 1980); see CWD June 1982.

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Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Asarco, Inc. (formerly American Smelting and Refining Co.) Tex., Ariz., and Wash. Steelworkers; Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.)—3,500	See next column 7/1/82	Increase consists of 15 cents deferred general wage increase plus increment increases between job classes negotiated 11/80 (CWD Dec. 1980); see CWD June 1982.
CF & I Steel Corp. Pueblo, Canon City and Salida Colo. and Sunrise, Wyo. Steelworkers—5,000	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Anaconda Aluminum Co. Columbia Falls, Mont. Aluminum Trade Council (Aluminum Workers and 7 other unions)—900	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Kaiser Steel Corp. Fontana, Calif. Steelworkers—5,500	5 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Aluminum Co. of America Vancouver and Wentachee, Wash. Aluminum Trades Council—2,100	See next column	Correction: the cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
Martin Marietta Aluminum, Inc. The Dalles, Oreg., and Goldendale, Wash. Steelworkers—1,800	See next column	Correction: The cost-of-living adjustment reported in the Apr. 1982 issue should have been 8 cents; see CWD June 1982.
FABRICATED METAL PRODUCTS		
True Temper Corp. N.Y., Ohio, W. Va., and Miss. Steelworkers—1,300	10-15.7 cents 7/1/82	Deferred increase negotiated 6/81 (CWD Nov. 1981) consisting of a 10 cents general wage change and an increase in the increment between job classes of 0.3 cents; see CWD Apr. 1982.
Wyman-Gordon Co., Inc. Worchester and North Grafton, Mass. Steelworkers—1,400	10 cents 5/82	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1981.
Foster Wheeler Energy Corp. Dansville, N.Y. Machinists—1,050	10-30 cents 7/15/82	Deferred increase negotiated 6/80 (CWD Mar. 1981); see CWD Aug. 1981.
American Standard, Inc., U.S. Plumbing Products Louisville, Ky. Standard Allied Trades Council—1,250	65 cents-craft 45 cents-production 7/1/82	Deferred increase negotiated 12/80 (CWD July 1981).
California Metal Trades Assn., Plate and Tank Div. (13 companies) and other area employers Northern California Boilermakers—2,000	20-45 cents 7/15/82	Deferred increase negotiated 7/80 (CWD July 1981); see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Western Steel Council and independent shops San Francisco, Calif., area Iron Workers—2,200	69-97 cents 7/1/82	Deferred increase negotiated 7/80 (CWD Feb. 1981).
Norris Industries, Inc. (3 plants) Vernon, Calif. Automobile Workers—1,400	3.7 percent 1/82	Automatic quarterly cost-of-living adjustment; correction: 10/81 adjustment was 4.3 percent rather than 5.8 percent as reported; see CWD Jan. 1982.
MACHINERY, EXCEPT ELECTRICAL		
International Harvester Corp. Various locations Automobile Workers—19,000	See next column 5/2/82	29-month agreement negotiated 5/82 provided: no specified wage increases over the contract term; cost-of-living pay adjustment formula maintained, with temporary deferral of the 6/82, 9/82 and 12/82 adjustments until 12/83, 3/84 and 6/84, respectively; one personal holiday cancelled for 1982; vacation entitlement reduced by one week in each calendar year; vacation and Christmas bonus payments will be suspended during the term of agreement; current levels of pension benefits maintained over term of agreement; the deferred COLA treated as paid on schedule for purposes of determining life, accidental death and dismemberment, and total and permanent disability insurance benefits, effective 10/1/82; profit sharing program established under which employees will share in company's profits, from the very first dollar; comprehensive training program established with $1-million operating budget; master recall list, providing seniority recall, established; advance notice of six months but in no case less than three month on plant closings; $6 million company commitment to bring Supplemental Unemployment Benefits out of arrears and strengthen the SUB funds; union input and consultation whenever a major "outsourcing" (purchasing from outside suppliers) decision is being considered, with at least 60 days' advance notice; nonunion work force to share in sacrifices; wage reopener if the company's worldwide pre-tax profit exceeds $300 million on continuing operations for two consecutive quarters; see CWD Apr. 1982.
Caterpillar Tractor Co. Various locations Automobile Workers—40,000	7 cents 6/6/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Massey-Ferguson, Inc. Various locations Automobile Workers—2,100	7 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Worthington Corp. (subsidiary of McGraw Edison Co.) Various locations Steelworkers—1,600	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Bucyrus-Erie Erie, Pa., Evansville, Ind., and S. Milwaukee, Wis. Steelworkers—1,800	5 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Allis-Chalmers Corp. Gadsen, Ala., La Porte, Ind., Bloomington, Minn., Memphis Tenn., and W. Allis, Wis. Automobile Workers—1,900	6 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Ingersoll-Rand Co. Painted Post, N.Y. Electrical Workers (IUE) —1,550	5 percent 7/5/82	Deferred increase negotiated 4/82 (CWD June 1982).
Carrier Air Conditioning Co. Syracuse, N.Y. Sheet Metal Workers—3,200	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Cooper Energy Services, Inc. Grove City, Pa. Steelworkers—1,200	9 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Holley Carburetor, div. of Colt Industries, Inc. Paris, Tenn. Automobile Workers —1,400	10 cents 6/82	Semiannual guaranteed cost-of-living adjustment; see CWD Dec. 1981.
Carrier Corp. Morrison, Tenn. Sheet Metal Workers—1,500	75 cents 2/1/82	39 month agreement negotiated 2/1/82 also provided: 50 cents on both 5/1/83 and 5/1/84; quarterly cost-of-living clause continued in 2d and 3d year with 20 cent cap each year; $10 (was $9) month pension for each credited year of service effective 5/1/82, increasing to $11 on 5/1/84; $11,000 (was $10,000) maximum life insurance effective 5/1/83, increasing to $12,000 on 5/1/84; $600 miscellaneous hospitalization (was $500) effective 5/1/82, increasing to $700 on 5/1/83; $110 (was $100) week accident and sickness effective 5/1/82 increasing to $120 and $130 in 5/83 and 5/84 respectively; dental plan established 5/1/82; no recent listing.
J. I. Case Wis., Ill., Ind., and Iowa Automobile Workers—7,700	3 percent 7/1/82	Deferred increase negotiated 7/80; see below.
J. I. Case Co. Wis., Ill., Ind., and Iowa Automobile Workers—7,700	7 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see below CWD Apr. 1982.
Elliot Co., Div. of Carrier Corp. Jeannette, Pa. and Springfield, Steelworkers—1,600	5 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Timken Co. Canton, Columbus, and Wooster, Ohio Steelworkers—10,000	5 cents	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Deere and Co. Illinois and Iowa Automobile Workers—31,300	.6 percent 6/6/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Acme-Cleveland Corp., National Acme Co. Div. Cleveland, Ohio Mechanics' Educational Society of America—1,200	5 cents 6/3/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Tecumseh Products Co. Marion, Ohio Automobile Workers—1,700	4 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Marion Power Shovel Co., a subsidiary of Pittsburgh Coke and Chemical Corp. Marion, Ohio Steelworkers—1,200	5 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
FMC Corp., Bearing and Chain Indianapolis, Ind. Steelworkers—2,000	4 cents 7/5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Cummins Engine Co., Inc. Columbus, Ind. Diesel Workers' Union (Ind.)—7,000	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Danly Machine Company Cicero, Ill. Steelworkers—1,800	5 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Electric Wheel Co., Div. of Firestone Tire and Rubber Quincy, Ill. Automobile Workers—1,000	5 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Outboard Marine Corp., Waukegan, Ill. Industrial Marine and Machinists Assn.—1,800	4 cent 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Burroughs Corp. Detroit, Mich. Automobile Workers—1,800	7 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Sealed Power Corp. Muskegon, Mich. Automobile Workers—1,200	22 cents 7/11/82	Deferred increase negotiated 7/80; previously received 5 cents automatic quarterly cost-of-living adjustment on 6/1/82; see CWD Apr. 1982.
Tecumseh Products Co. Tecumseh, Mich. United Products Workers (Ind.) 1,750	4 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Tecumseh Products Co., Lauson Engine Div. New Holstein, Wis. Machinists—2,000	74 cents 7/1/82	Deferred increase negotiated 7/80 (CWD Dec. 1980); see CWD Apr. 1982.
Deere Horicon Works Horicon, Wis. Machinists—1,200	6 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Beloit Corp. Beloit, Wis. Machinists—1,000	30 cents 7/5/82	Deferred increase negotiated 11/79; see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
White Motor Corp. (White Farm Equip Co.) Charles City, Iowa Automobile Workers—1,400	6 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Sperry Rand Corp. Sperry-Vickers Div. Joplin, Mo. Allied Industrial Workers—1,000	50 cents 7/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD July 1981.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Eltra Corp. Prestolite Div., an affiliate of Allied Chemical Corp. Various locations Automobile Workers—3,600	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
RCA Corp. Various locations Electrical Workers (IBEW) —13,000; Electrical Workers (IUE)—6,400	7 cents 6/1/82	Automatic semiannual cost-of-living adjustment; see CWD Jan. 1982.
Champion Spark Plug Co. Toledo and Cambridge, Ohio; Hellertown, Pa.; Detroit, Mich. and Bloomington, Ind. Automobile Workers—4,300	8 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Sprague Electric Co. North Adams, Mass. Various—1,200	8.5 percent 5/10/82	3-year agreement negotiated 5/12/82 also provided: 5.5 percent in 5/83 and 6 percent in 5/84; annual cost-of-living adjustment clause maintained using BLS-CPI-W (1967 = 100) with maximum 2 percent per year cap in 2d and 3d years; $10 month (was $9) pension rate, increasing to $11 in 2d year, and to $12 in 3d year; see CWD June 1981.
Manufacturers of Illumination Products, Inc. New York, N.Y., area Electrical Workers (IBEW) —1,150	8.5 percent 7/1/82	Deferred increase negotiated 6/80 (CWD Aug. 1981); see CWD July 1979.
Crouse-Hinds, a subsidiary of Cooper Industries Inc. Syracuse, N.Y. Electrical Workers (IBEW) —2,000	6 cents 4/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Magnavox Consumer Electronics Co. (formerly Magnavox Co. of Tennessee) Greenville, Tenn. Electrical Workers (IUE) —2,600	8 percent 7/1/82	Deferred increase negotiated 1980 (CWD July 1981); see CWD July 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Whirlpool Corp. Ft. Smith, Ark. Allied Industrial Workers—2,550	9 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Square D. Co. Lexington, Ky. Electrical Workers(IBEW) —1,000	2 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Hoover Co. Canton, Ohio Electrical Workers (IBEW) —3,400	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Magnavox Co. and Magnavox Government and Industrial Electronics Co. Fort Wayne, Ind. Allied Industrial Workers—1,800	7 percent 5/3/82	3-year agreement negotiated 5/3/82 also provided: 3 percent on both 5/1/83 and 5/1/84; cost-of-living clause continued; add one half holiday (total 13 holidays per year); $11 (was $10) month pension for each year of credited service, increasing to $11.50 in 2d year and to $12 in 3d year; $15,000 (was $13,000) life insurance; $500,000 (was $300,000) major medical: see CWD Oct. 1981.
Design and Manufacturing Corp. Connersville, Ind. Automobile Workers—1,350	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Whirlpool Corp. Evansville, Ind. Electrical Workers (IUE) —4,500	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Zenith Radio Corp. Chicago, Ill., area Independent Radionic Workers of America—1,700	3 percent 7/5/82	Deferred increase negotiated 6/30/81 (CWD Sept. 1981); see CWD Aug. 1980.
Rauland Div. of Zenith Radio Corp. Melrose Park, Ill. Electrical Workers (IBEW) —2,000	7 cents 4/1/82	Automatic semiannual cost-of-living adjustment; see CWD Aug. 1981.
GTE Automatic Electric Inc. Northlake and Des Plaines, Ill. Various—3,700	59 to 85 cents 4/26/82	3-year agreement negotiated 4/26/82 also provided: an average of 51 cents on 4/25/83 and average of 45 cents on 4/30/84; annual cost-of-living maintained $13 (was $11) pension per year's service, $14 2d year, and $14.50 3d year; improved hospital-surgical and in-hospital medical benefits; $500,000 maximum on major medical (was $150,000); $200 supplemental accident coverage established; $1,000 maximum dental benefits (was $500); funeral benefits liberalized to include grandparents and grandchildren; no recent listing.
The Eureka Co., Div. of National Union Electric Corp. Bloomington, Ill. Machinists—1,250	3 cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Whirlpool Corp., St. Joseph Div. St. Joseph, Mich. Machinists—1,600	37 cents-skilled; 16 cents-semiskilled 5/7/82	3-year agreement negotiated 5/8/82 also provided: 33 and 16 cents wage increases, respectively, 5/7/83, and 33 and 16 cents on 5/7/84; cost-of-living clause changed to semiannual (was quarterly) adjustments with 24 cents annual cap; $11 (was $10) month pension for each credited year of service, increasing to $12 and $13, respectively, in 2d and 3d years; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Gibson Products Corp. (Div. of White Consolidated) Greenville and Belding, Mich. Automobile Workers—3,000	6 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Maytag Co. Newton and Hampton, Iowa Automobile Workers—2,200	2 cents 6/1/82	Automatic quarter cost-of-living adjustment; see CWD May 1982.
McGraw-Edison Co. (Bussman Div.) St. Louis, Mo. Independent Fuse Workers—2,000	[illegible] cents 5/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Fluorescent Lighting Fixture Manufacturers Los Angeles, Calif., area Electrical Workers (IBEW)—1,000	8 percent 7/1/82	Deferred increase negotiated 6/5/81 (CWD Nov. 1982); see CWD Aug. 1980.
GTE Lenkurt Inc. San Carlos, Calif. Electrical Workers (IBEW)—950	15 cent 6/1/82	Automatic annual cost-of-living adjustment; see CWD Aug. 1981.
Hughes Aircraft Co. Los Angeles, Calif., area Carpenters—13,000	4 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
TRANSPORTATION EQUIPMENT		
ACF Industries, Inc. AMCAR Div. Various locations Steelworkers	15 cents 7/8/82	Increase includes 10 cents deferred increase negotiated 7/81 (CWD Nov. 1981) and 5 cents automatic quarterly cost-of-living adjustment; see CWD May 1982.
Budd Co. Philadelphia, Pa.; Clinton and Detroit Mich., Gary Ind. and Frankfort and Ashland, Ohio Automobile Workers—7,800	See next column 4/26/82	3-year agreement negotiated 4/82 provided: 21-40 cents annual improvement increase 4/26/82; cost-of-living pay adjustment formula was maintained eliminating the 6/82, 9/82 and 12/82 adjustments and resuming COLA payments 3/1/83 through 3/85; 85 percent of minimum starting rate for new hires, increasing 90 percent after 26 weeks, 95 per cent after 52 weeks and 100 upon completion of 78 weeks; eliminated paid personal holidays and Sunday Bonus; continued insurance benefits for laid-off employees for 18 months (was 12); $19,000 life insurance 5/1/82 (was $17,000) and $22,000 5/1/84, $9,500 accidental death and dismemberment insurance (was $8,500) increasing to $11,000 5/1/84; $9.70 month (was $9.20) company payment for extended disability benefits under Medicare Part B 5/1/82, $12.20 5/1/83, $13 5/1/84 and $13.50 5/1/85; surviving spouse will receive an additional month of coverage beyond age 62 when the initial old age social security payment is delayed one month because of recent changes in the social security law; accident and sickness benefit reduced by the amount of social security disability benefits actually paid unless social security benefits are denied or not paid, earnings test increased to $6,000 in 1983 and $6,600 in 1984; the period for retirement election was increased to 5 (was 2) years from last day work if retiring early; increased Supplemental Unemployment Benefit funding; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Mack Trucks, Inc. Various locations Automobile Workers—10,000	6 cents 6/82	Automatic quarterly cost-of-living adjustment; previously received 9 cents 3/82; see CWD Jan. 1982.
Rockwell International, Automotive Group Ind., Ky., Mich., Ohio and Wis. Automobile Workers—4,100	5 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
General Dynamics Corp., Electric Boat Div. Groton, Conn. Metal Trades Council—11,000	20-75 cents 7/1/82	Deferred increase negotiated 12/81 (CWD Mar. 1982).
Avco Corp., Lycoming Div. Williamsport, Pa. Automobile Workers—1,150	4 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Volkswagen of America, Inc. New Stanton, Pa. Automobile Workers—4,600	10 cents 6/82	Deferred increase negotiated 11/81 (CWD Feb. 1982); see below.
Volkswagen of America, Inc. New Stanton, Pa. Automobile Workers—4,600	7 cents 6/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents 12/81 and 11 cents 3/82; see CWD Feb. 1982.
Dravo Corp. Neville Island, Pittsburg, Pa. Longshoremen—1,300	4 cents	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Dana Corp., Parish Div. Reading, Pa. Steelworkers—1,800	6 cents 4/25/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Rockwell International, Automotive Operations New Castle, Pa. Steelworkers—1,050	9 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Westinghouse Air Brake Co. Wilmerding, Pa. Electrical Workers (UE-I) —2,500	30 cents 5/1/82	3-year agreement negotiated 5/82 also provided: 25 cents 5/1/83 and 30 cents 5/1/84; $2.07 cost-of-living roll-in 5/1/82; cost-of-living adjustment formula revised to provide 1 cent for each 0.34-movement (was 0.4) in the BLS-CPI-W (1967 = 100) (was 1957-59 = 100); new prescription drug plan; $14,000 (was $13,500) life insurance increasing to $14,500 2d year; $50,000 maximum, $50 deductible major medical; $180 week sickness and accident benefit, increasing to $190 2d year, and $200 3d year for workers with maximum 5 years of service; $14 month pension per year of service, increasing to $14.50 2d year and $15 3d year; settlement preceded by 6-month strike; see CWD Sept. 1981.
Eaton Corp. Louisville, Ky., Battle Creek and and Marshall, Mich.; and Cleveland, Ohio Automobile Workers—1,500	7 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Avco Corp., Aerostructures Div. Nashville, Tenn. Machinists—2,100	4 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Bell Hellicopter Fort Worth, Tex. Automobile Workers—4,000	7 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
General Dynamics Corp. Fort Worth, Tex. Machinists—4,300	9 cents 5/3/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents 2/1/82; see CWD Feb. 1982.
General Dynamics Corp., Data Systems Div. Fort Worth, Tex. Office and Professional Employees—1,500	9 cents 5/3/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents 2/1/82; see CWD Mar. 1982.
TRW, Inc. Cleveland, Ohio Aircraft Workers Alliance, Inc. (Ind.)—4,000	4 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers—1,300	3 cents 5/3/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Jeep Corp. Toledo, Ohio Automobile Workers—5,750	5 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
AM General Corp. South Bend, Ind. Automobile Workers—1,500	6 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
AMF/Harley-Davidson Motor Co., Inc. Milwaukee, Wis. Allied Industrial Workers —1,000	7 percent 7/4/82	Deferred increase negotiated in 1980 (CWD June 1981).
McDonnell Douglas Corp. St. Louis, Mo. Machinists—9,600	7 cents 5/3/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Beech Aircraft Corp. Witchita, Liberal and Salina Kans.; and Boulder, Colo. Machinists—6,000	5 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Gates Learjet Corp. Wichita, Kans. Machinists—1,700	7 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents 2/82; see CWD Feb. 1982.
Hughes Aircraft Co., Tucson Manufacturing Div. Tucson, Ariz. Machinists	6 cents 4/26/82	Automatic quarterly cost-of-living adjustment; previously received 18 cents 1/25/82; see CWD Feb. 1982.
Pacific Coast Shipbuilders Assn. Calif.; Oreg., and Wash. Metal Trades Council—11,000	40 cents 7/82	Deferred increase negotiated 7/80 (CWD Sept. 1980); previously received 3 cents automatic quarterly cost-of-living adjustment in 5/82; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Rockwell International Corp. Los Angeles, Palmdale, Calif.; Columbus, Ohio, Tulsa, Oklahoma and various missile sites and test sites Automobile Workers—13,000	3 percent 7/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
Rohr Industries, Inc. Riverside and Chula Vista, Calif. Machinists—5,050	6 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Todd Shipyards Corp., Los Angeles Div. San Pedro, Calif. Marine and Shipbuilding —4,000	4 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Solar Turbines, Inc. San Diego, Calif. Machinists—1,600	3 percent 7/13/82	Deferred increase negotiated 1981 (CWD June 1982).
INSTRUMENTS AND RELATED PRODUCTS		
Timex Corp. Waterbury, Conn. Waterbury Watch Workers —1,000	10 cents 7/1/82	Deferred increase negotiated 10/81 (CWD Mar. 1982).
Xerox Corp. Rochester, N.Y. Clothing and Textile Workers —4,500	5 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Ametek Inc., U.S. Gauge Div. Sellersville, Pa. Machinists—1,200	3 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Lear-Siegler, Inc., Instrument Div. Grand Rapids, Mich. Automobile Workers—1,000	3 percent 7/15/82	Deferred increase negotiated 9/81 (CWD Nov. 1981); previously received 6 cents automatic quarterly cost-of-living adjustment in 6/82; see CWD May 1982.
MISCELLANEOUS MANUFACTURING		
Jewelry Manufacturers' Assn. Inc. Associate Jewelers, Inc. and independent firms New York, N.Y. Jewelry Workers—2,000	60 cents 3/1/82	3-year agreement negotiated 3/19/82 also provided: 50 cents an hour wage increase in 3/83 and 45 cents in 3/84; cost-of-living clause continued, providing adjustments in 3/83 and 3/84; 4 days of sick leave (was 3); 4 weeks of vacation after 20 years of service (was 23); $65 month company payment to health and welfare plan (was $53.50); increasing to $70 in 4/83, and to $75 in 4/84; see CWD July 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
NONMANUFACTURING		
MINING		
The Anaconda Co. Mont., Ariz., and Nev. Steelworkers, Teamsters (Ind.) and Metal Trade Council —4,800	15 cents 7/1/82	Deferred increase negotiated 11/80 (CWD Nov. 1981); see CWD May 1982.
Phelps Dodge Corp. Utah, Nev., Ariz., and N. Mexico Steelworkers—4,000	15 cents 7/1/82	Deferred increase negotiated 10/80 (CWD Nov. 1981); see CWD May 1982.
Kennecott Copper Corp. Utah, Nev., Ariz., and N. Mexico Steelworkers and 13 other unions —9,000	15 cents 7/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1981); see CWD May 1982.
Magma Copper Co. Arizona Steelworkers—4,900	15 cents 7/1/82	Deferred increase negotiated 10/80 (CWD Nov. 1981); see CWD May 1982.
Inspiration Consolidated Copper Co. Arizona Steelworkers—1,600	15 cents 7/1/82	Deferred increase negotiated 10/80 (CWD Nov. 1981); see CWD May 1982.
Climax Molybdenum Co., Div. of American Metal Climax, Inc. Climax, Colo. Oil, Chemical and Atomic Workers—2,300	4 percent 7/15/82	Deferred increase negotiated 8/80 (CWD Sept. 1980); see CWD Feb. 1982.
CONSTRUCTION		
Northeastern states area agreement Various locations Boilermakers—1,000	See next column 7/1/82	10-cent wage decrease and this amount added to health and welfare fund (total $1.375); see CWD Feb. 1982.
Independent contractors Maine Carpenters and Joiners —1,250	60 cents 5/1/82	2-year agreement negotiated 5/21/82 also provided: 15 cents 11/1/82, 75 cents 5/1/83, and 20 cents 11/1/83; $1.10 hour to pension fund (was 85 cents); see CWD Feb. 1982.
Steel Erectors Assn. of the Building Trades Employers Assn.; Associated General Contractors of America, Inc. Boston, Mass. Iron Workers—1,400	$1.50 7/1/82	Deferred increase negotiated 6/29/81 (CWD Oct. 1981); previously received 75 cents 1/1/82.
Associated General Contractors of America, Inc. Boston, Mass. Bricklayers	$1.85 7/15/82	Deferred increase negotiated 8/81 (CWD Oct. 1981).
Associated General Contractors of America, Inc.; and others Boston, Mass. Carpenters and Joiners—8,000	$1.06 7/1/82	Deferred increase negotiated 7/81 (CWD Oct. 1981); see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of New Jersey and others New Jersey and New York Operating Engineers—5,000	$2.50 7/1/82	Deferred increase negotiated 6/81 (CWD Nov. 1981).
General Contractors Assn. of New York, Inc.; Nassau and Suffolk Contractors Assn., Inc. (piledrivers and dock builders) New York and New Jersey Carpenters and Joiners—2,000	$1.09 7/1/82	Deferred increase negotiated 6/81 (CWD Nov. 1981); previously received 31 cents 1/1/82.
Cement League and Building Contractors Employers Assn. Inc. New York, N.Y. Iron Workers—1,200	$2.16 7/1/82	Deferred increase negotiated 6/81 (CWD Nov. 1981); previously received 56 cents 1/1/82.
General Contractors Assn. of New York, Inc. New York, N.Y. Laborers—5,000	$1.15 7/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); previously received 30 cents 1/1/82.
Resilient floor coverers New York, N.Y. Carpenters and Joiners—1,400	$1.08 7/1/82	Deferred increase negotiated 6/81 (CWD Sept. 1981); previously received 31 cents 1/1/82.
Allied Building Metal Industries, Inc. (architectural, ornamental and miscellaneous iron work) New York, N.Y. Iron Workers—1,100	$1.25 7/1/82	Deferred increase negotiated 8/20/81 (CWD Oct. 1981); previously received $1.25 on 1/1/82.
Cement League and Building Contractors Employers Assn. Inc. New York, N.Y. Laborers—1,500	$2 7/1/82	Deferred increase negotiated 7/1/81 (CWD Nov. 1981).
Elevator Manufacturers Assn. of New York, Inc. New York, N.Y. Elevator Constructors—1,800	$1.98 7/1/82	Deferred increase negotiated 7/16/81 (CWD Feb. 1982).
Mechanical Contractors Assn. (steamfitters agreement) New York, N.Y. Plumbers—3,300	$1.25 7/1/82	Deferred increase negotiated 6/28/81 (CWD Sept. 1981); previously received $1.25 on 1/1/82.
Sheet Metal Contractors Assn. of New York City, Inc. New York, N.Y. Sheet Metal Workers—2,500	$1.30 7/1/82	Deferred increase negotiated 7/10/81 (CWD Oct. 1981); previously received $1 on 1/1/82.
Cement League and Building Contractors Employers Assn., Inc. New York, N.Y. Cement Masons—1,000	$1.80 7/1/82	Deferred increase negotiated 7/1/81 under 3-year agreement which also provided: $1 on 7/1/81, 70 cents 1/1/82, and $1.75 on 7/1/83; $2.27 hour to pension fund (was $1.67); $1.94 to health and welfare fund (was $2.04); see CWD July 1979 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
General Contractors of New York, Inc. and other employer assns. and independent companies New York, N.Y., area Lathers—1,300	$2.16 7/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981); previously received 56 cents 1/1/82.
Allied Building Metal Industries, Inc. (structural iron work) New York, N.Y. Iron Workers—1,200	50 cents 7/1/82	Deferred increase negotiated 7/24/81 (CWD Oct. 1981); previously received 45 cents 1/1/82.
Building construction agreement New York, N.Y. Carpenters and Joiners—20,000	$1.08 7/1/82	Deferred increase negotiated 6/30/81 (CWD Sept. 1981); previously received 31 cents 1/1/82.
Long Island building contractors Nassau County, N.Y. Carpenters and Joiners—1,300	$3.38 7/1/82	Deferred increase negotiated 6/30/81 (CWD Oct. 1981).
Nassau and Suffolk Contractors Assn. (heavy and highway agreement) Nassau and Suffolk counties, N.Y. Laborers—2,000	55 cents 7/1/82	Deferred increase negotiated 6/13/81 (CWD Nov. 1981); previously received 34 cents 1/1/82.
Nassau and Suffolk Contractors Assn. Nassau and Suffolk counties, N.Y. Operating Engineers—1,850	65 cents 7/1/82	Deferred increase negotiated 7/24/81 (CWD Nov. 1981); previously received 55 cents 1/1/82.
Nassau and Suffolk Contractors Assn. (building agreement) Nassau and Suffolk counties, N.Y. Laborers—2,000	$1.52 7/1/82	Deferred increase negotiated 7/1/81 (CWD Oct. 1981).
Construction Employers of Hudson Valley, Inc. (building agreement) Newburgh, N.Y., area Laborers—1,000	70 cents 7/1/82	Deferred increase negotiated 7/2/81 (CWD Sept. 1981); previously received 50 cents 1/1/82.
Structural Steel and Ornamental Iron Assn. of New Jersey, Inc.; and others Northern New Jersey Iron Workers—4,000	$2.25 7/1/82	Deferred increase negotiated 6/81 (CWD Nov. 1981).
Keystone Building Contractors Eastern and Central Pennsylvania (18 counties) Carpenters and Joiners—1,300	0-Zone 1; 68 cents-Zone 2 5/1/82	6-year agreement ratified 4/29/82 also provided: No increase—Zone 1 and 60 cents—Zone 2 on 11/1/82, 50 cents and 40 cents, respectively 5/1/83, no increase—Zone 1 and 10 cents—Zone 2 on 11/1/83, 50 cents and 40 cents, respectively, 5/1/84, and no increase—Zone 1 and 10 cents—Zone 2 on 11/1/84; $1.30 hour to pension fund 5/1/83 (was $1.10) and $1.50 on 5/1/84; 90 cents to health and welfare fund (was 80) and $1 on 5/1/84; 8 cents to industry promotion

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
		fund (was 7); annual cost-of-living clause established with adjustments on 5/1/85, 5/1/86 and 5/1/87 of 1 percent for each 1 percent increase in the BLS-CPI for the previous January to December with a maximum of 5 percent each year; see CWD Jan. 1982.
Master Builders Assn. of Western Pennsylvania and independent contractors Western, Pa. Carpenters and Joiners—5,000	57 cents 6/1/82	3-year agreement negotiated 6/5/82 also provided: 80 cents 6/1/83 and 91 cents 6/1/84; 9 percent to pension fund (was 8), and 10 percent 6/1/83; 8 percent to medical fund (was 6.5); $4 day travel allowance (was $3); see CWD June 1978 for previous listing.
National Electrical Contractors Assn. Richmond, Va. Electrical Workers (IBEW) —1,100	No wage change 6/1/82	1-year agreement negotiated 5/14/82 also provided: 50 cents on 1/1/83; 9 percent to health and welfare fund (was 7); see CWD Oct. 1981.
Independent contractors (building) Jacksonville, Fla. and Southern Georgia Carpenters and Joiners—1,500	$1.15 5/1/82	2-year agreement negotiated 4/30/82 also provided: $1.25 5/1/83; 82 cents hour to health and welfare fund (was 72); see CWD May 1981.
Independent contractors Jacksonville, Fla. Laborers—800	55 cents 5/1/82	2-year agreement negotiated 4/29/82 also provided: 60 cents 5/1/83; 35 cents hour to pension fund 5/1/83 (was 25); 40 cents to health and welfare fund (was 30); see CWD May 1981.
Associated General Contractors of America, Inc. Tampa and St. Petersburg, Fla. Laborers—1,850	65 cents 5/17/82	2-year agreement negotiated 6/8/82 also provided: 20 cents 11/1/82, 65 cents 5/1/83, and 18 cents 11/1/83; 60 cents hour to pension fund 5/1/83 (was 52), and 67 cents 11/1/83 57.5 cents to health and welfare fund (was 47.5), and 62.5 cents 11/1/82; see CWD May 1981.
Associated General Contractors of America, Inc. (heavy agreement) Kentucky Operating Engineers—2,500	90 cents 7/7/81	Deferred increase negotiated 7/7/81 (CWD Sept. 1981).
Associated General Contractors of America, Inc. (highway agreement) Kentucky Operating Engineers—2,500	$1.35 7/1/82	Deferred increase negotiated 7/7/81 (CWD Sept. 1981).
Association of Steel Erectors and and Heavy Equipment Operators, Inc. Atlanta, Ga. Iron Workers—1,000	55 cents 7/1/82	Deferred increase negotiated 6/30/81 (CWD Oct. 1981).
Associated General Contractors of America, Inc. Atlanta, Ga., area Operating Engineers—1,300	86 cents 7/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981).
Associated General Contractors of America, Inc. Atlanta, Ga. Laborers—2,250	55 cents 7/1/82	Deferred increase negotiated 6/81 (CWD Oct. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Atlanta, Ga. Carpenters and Joiners	75 cents 7/1/82	Deferred increase negotiated 7/81 (CWD Sept. 1981).
Employers Assn. West Palm Beach, Fla. Plumbers—1,000	82 cents 7/1/82	Deferred increase negotiated 5/81 (CWD Nov. 1981); previously received 90 cents 1/1/82.
Associated General Contractors of America, Inc.; and Industrial Contractors Assn. Tampa, Fla. Carpenters and Joiners—750	See next column 6/14/82	22.5-month agreement negotiated 6/14/82 provided: $1.28—industrial, $1.24—piledrivers and 25 cents—commercial; additional $1.17, $1.17, and 25 cents, respectively on 5/1/83; 80 cents hour to pension fund 5/1/83 (was 70); 85 cents to health and welfare fund (was 55), and $1.15 on 5/1/83; 12 cents to apprenticeship fund (was 10), and 15 cents 5/1/83; see CWD May 1981.
Air Conditioning, Refrigeration, Heating and Piping Assn., Inc. and independent companies Miami, Fla. Plumbers—1,200	$1.13 or $1.50 7/16/82	Deferred increase negotiated 7/81 (CWD Oct. 1981); previously received 56 or 75 1/16/82.
Associated General Contractors of America, Inc. Baton Rouge, La. Carpenters and Joiners—3,000	60 cents 5/1/82	2-year agreement negotiated 5/18/82 also provided: 30 cents 10/1/82, and 50 cents both 4/30/83 and 10/31/83; 85 cents hour to pension fund 10/1/82 (was 70), 95 cents 4/30/83, and $1 on 10/31/83; 80 cents to health and welfare fund 10/1/82 (was 65), and 85 cents 10/31/83; 11 cents to apprenticeship fund 10/1/82 (was 10); 5 cents to industry promotion fund 10/1/82 (was 3); see CWD May 1981.
Associated General Contractors of America, Inc. Baton Rouge, La. Iron Workers—3,000	60 cents 6/1/82	2-year agreement negotiated 5/20/82, after previous contract expiration date was extended one month to 5/31/82, also provided: 30 cents 10/31/82, 60 cents 4/30/83, and 30 cents 10/31/83; $1.35 hour to pension fund 10/31/82 (was $1.05), and $1.65 on 10/31/83; see CWD May 1981.
Associated General Contractors of America, Inc. Baton Rouge, La. Operating Engineers—2,500	60 cents 5/1/82	2-year agreement negotiated 5/19/82 also provided: 35 cents 10/31/82, 45 cents 4/30/83, and 45 cents 10/31/83; $1.35 hour to pension fund 4/30/83 (was $1.20), and $1.50 on 10/31/83; 90 cents to health and welfare fund 10/31/82 (was 65); see CWD May 1981.
Associated General Contractors of America, Inc. New Orleans, La. Laborers—1,600	3-cent decrease 5/1/82	2-year agreement negotiated 5/1/82 also provided: 20-cent increase 11/1/82, 17 cents 5/1/83 and 30 cents 11/1/83; 40 cents hour to pension fund (was 27), and 53 cents 5/1/83, 40 cents to health and welfare fund (was 30), and 50 cents 11/1/82; the Associated General Contractors of America, Inc. negotiated separate agreements with each union, whereas in the past it negotiated a master contract with all unions (see CWD May 1981).
Painting and Decorating Contractors Assn. Baton Rouge, La. Painters—1,000	50-cents industrial; 35 cents-commercial 5/1/82	2-year agreement negotiated 6/1/82 also provided: 45 cents-industrial and 30 cents-commercial 4/30/83, and 50 cents-industrial and 35 cents-commercial 10/31/83; 80 cents hour to pension fund 4/30/83 (was 75); 50 cents hour to establish health and welfare fund 11/1/82; see CWD Jan. 1979 for previous listing.
Associated General Contractors of America, Inc. San Antonio, Tex. Carpenter and Jointers—1,000	41 cents 4/1/82	Negotiated 2/16/82 under wage and benefit reopening of 3-year agreement scheduled to expire 3/31/83; reopening agreement also provided: 40 cents 10/1/82; $1 hour to pension fund 10/1/82 (was 90 cents); 63 cents to health and welfare fund (was 53); 50 cents to vacation fund (was 40), and 60 cents 10/1/82; 10 cents to apprenticeship fund (was 5); see CWD Apr. 1981.
Associated General Contractors of America, Inc. Arkansas Laborers—900	No change 5/1/82	2-year agreement negotiated in 5/82 also provided: 25 cents 5/1/83 and 11/1/83; 72 cents hour to pension fund 5/1/83 (was 67); 73 cents to health and welfare fund (was 48); see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Arkansas Carpenters and Joiners—1,500	No increase 5/1/82	2-year agreement negotiated in 5/82 also provided: 35 cents wage increase on both 5/1/83 and 11/1/83; 65 cents hour to pension fund (was 60)—Ft. Smith and 55 cents (was 50)—other locals on 11/1/83; 90 cents to health and welfare fund (was 65); see CWD Nov. 1979 for previous listing.
Independent employers Ky. (22 counties) and Ind. (4 counties) Carpenters and Joiners—1,600	No wage change 6/1/82	3-year agreement ratified 6/1/82 also provided: wage and benefit reopenings 6/1/83 and 6/1/84; $1 hour to health and welfare fund (was 80 cents); 8 cents to apprenticeship fund (was 5); 10 cents to industry promotion fund (was 3); see CWD Aug. 1980 (Contractors Employers Assn.).
Tri-State Contractors Assn. Ohio, Ky., and W. Va. Carpenters and Joiners—1,800	8 percent 6/1/82	Deferred increase negotiated 2/18/81, and which was allocated as follows: wage increase of 75 cents—industrial and 72 cents—commercial; $1.75 hour to pension fund (was $1.50), $1.15 to health and welfare fund (was 80 cents), and 1 cent to establish an industry promotion fund; 1981 agreement which replaced last year of previous contract that was scheduled to expire 5/31/82 and extended the agreement by one year to 5/31/83, also provided: wage increases of $1.80—industrial and $1.77—commercial 6/1/81; $1.50 to pension fund (was $1.25), and 80 cents to health and welfare fund (was 75); cost-of-living clause revised to provide 1 percent on 6/1/82 for each 1 percent change in BLS-CPI-W in excess of 10 percent, to a maximum adjustment of 6 percent—no adjustment resulted from this review; see CWD Nov. 1979.
Associated General Contractors America, Inc. Columbus, Ohio Laborers—1,700	75 cents 5/1/82	2-year agreement negotiated 5/4/82 also provided: 20 cents hour diversion from wages to health and welfare fund 11/1/82 (to total $1.15), and 75 cents increase 5/1/83, with distribution between wages and benefits to be determined later; see CWD May 1981.
Steel and Iron Contractors Assn.; and Construction Employers Assn. of Cleveland Cleveland, Ohio Iron Workers—1,600	See next column 5/1/82	3-year agreement negotiated 4/30/82 provided: $2 increase on each of 5/1/82, 5/1/83, and 5/1/84, with distribution between wages and benefits yet to be determined; see CWD May 1978 for previous listing.
Construction Employers Assn. of Cleveland and others Cleveland, Ohio Carpenters and Joiners—6,000	$1.28 5/1/82	3-year agreement negotiated 5/1/82 also provided: $2 on both 5/1/83 and 5/1/84, with distribution between wages and benefits to be determined later; $2.25 hour to pension fund (was $1.80); $1.50 to health and welfare fund (was $1.20); 11 cents to training fund (was 9); see CWD May 1978 for previous listing.
Painting and Decorating Contractors of America Cleveland, Ohio Painters—1,500	See next column 5/1/82	3-year agreement negotiated 5/15/82 provided: $1.25—industrial and repaint and no change—residential; 75 cents—industrial, 25 cents—repaint, and no change—residential 11/1/82; $2—industrial and $1.50—repaint on both 5/1/83 and 5/1/84, and wage reopening for residential on both dates; see CWD May 1978 for previous listing.
National Electrical Contractors Assn. Cleveland, Ohio Electrical Workers (IBEW)—1,750	$1.54 5/3/82	3-year agreement negotiated 5/20/82 also provided: $2 on both 5/1/83 and 5/1/84, with distribution between wages and benefits to be determined later; 65 cents hour to pension fund (was 59); $1.50 to health and welfare fund (was $1.10); 7 cents to apprenticeship fund (was 5); see CWD May 1978 for previous listing.
Construction Employers' Assn.; Cleveland Division, Associated Contracts of Ohio, Inc.; and others Cleveland, Ohio Laborers—2,500	$1.60 5/1/82	3-year agreement negotiated 5/1/82 also provided: $1.45 on both 5/1/83 and 5/1/84; $2 hour to pension fund (was $1.85), $2.25 5/1/83, and $2.50 on 5/1/84; $1.35 to health and welfare fund (was $1.20), $1.55 5/1/83 and $1.75 5/1/84; 60 cents to SUB fund (was 50), 70 cents on 5/1/83, and 80 cents on 5/1/84; see CWD May 1978 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mason Contractors Assn. Cleveland, Ohio Bricklayers—1,200	$1.57 5/1/82	3-year agreement ratified 4/30/82 also provided: $2 on each of 5/1/83 and 5/1/84, with distribution between wages and benefits to be determined later; $1.63 hour to local pension fund (was $1.33); $1.44 to health and welfare fund (was $1.31); see CWD May 1978 for previous listing.
Mechanical Contractors Assn. of Cleveland, Inc. Cleveland, Ohio Plumbers—1,500	$1.75 5/1/82	3-year agreement negotiated 5/1/82 also provided: $2.00 5/1/83 and 5/1/84 with distribution between wages and benefits to be determined later; $1.25 to local pension fund (was $1.20); $1.45 to health and welfare fund (was $1.25); see CWD May 1978.
Associated Contractors of Ohio, Inc. Akron, Ohio Carpenters and Joiners	41 cents 6/15/82	35.5-month agreement negotiated 6/14/82 also provided: 50 cents 12/1/82, $1 on 6/1/83, 75 cents 12/1/83, $1 on 6/1/84, and 75 cents 12/1/84, with distribution of 6/1/83 and 6/1/84 increases between wages and benefits to be determined later; $1.75 hour to pension fund (was $1.50); $1.09 to health and welfare fund (was 75 cents); see CWD May 1981.
Indiana Highway Constructors, Inc. Indiana Laborers—4,000	See next column 4/1/82	2-year agreement negotiated 5/21/82 provided: $1—Lake County and 68 cents—others; 95 cents and 55 cents, respectively, 4/1/83; $1.05 hour to health and welfare fund (was 1), and $1.10 on 4/1/83; industry promotion fund eliminated (was 3 cents); settlement preceded by strike from 5/17 to 5/20; see CWD May 1979.
National Electrical Contractors Assn. Indianapolis, Ind. Electrical Workers (IBEW)	No wage change 6/1/82	2-year agreement negotiated 5/31/82 also provided: 40 cents 12/1/82, 5 cents decrease 1/1/83, 60 cents increase 6/1/83, and 50 cents 12/1/83; 8 percent to annuity fund (was 4); 5 cents to establish political action fund 1/1/83; see CWD Dec. 1979 for previous listing.
Building Contractors Assn.; Construction League of Indianapolis Indianapolis, Ind. Carpeneters and Joiners—2,000	70 cents 6/1/82	Deferred increase negotiated 6/1/80; 3-year agreement, which was negotiated under a reopening provision, replaced the remaining 2 years of a 5-year agreement that was scheduled to expire 5/31/82; 1980 agreement also provided: 80 cents 6/1/80, 10 cents 1/1/81, and $1.03 on 6/1/81; 95 cents hour to pension fund 6/1/80 (was 85), $1 on 6/1/81, $1.10 on 1/1/82, and $1.50 on 6/1/82; 85 cents to health and welfare fund 1/1/81 (was 75), 95 cents 6/1/81, $1.15 on 1/1/82, and $1.60 on 6/1/82; 10 cents to apprenticeship fund 6/1/81 (was 8), and 15 cents 6/1/82; 5 cents to industry promotion fund 1/1/81 (was 2); see CWD June 1980.
Quad City Builders Assn. Illinois and Iowa Carpenters and Joiners—1,000	No wage change 6/1/82	1-year agreement negotiated 5/22/82 also provided: $1.40 hour to health and welfare fund 8/1/82 (was $1.05); see CWD Oct. 1981.
Mid-America Regional Bargaining Assn. Chicago, Ill. Operating Engineers—4,500	$1.30 7/1/82	Deferred increase negotiated 9/81 (CWD Nov. 1981).
Mid-America Regional Bargaining Assn. (commercial and heavy industrial projects) Chicago, Ill., area Operating Engineers—7,500	$1.30 7/1/82	Deferred increase negotiated 9/81 (CWD Jan. 1982).
Illinois Road Builders Assn.; Mid-America Regional Bargaining Assn.; and others Chicago, Ill., area Teamsters (Ind.)—2,575	$1.15 7/1/82	Deferred increase negotiated 9/81 (CWD Nov. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Wisconsin Carpenters and Joiners—5,000	99 cents 6/7/82	2-year agreement negotiated 6/4/82 also provided: 50 cents 12/7/82; wage and benefit reopening 6/1/83; 85 cents hour to health and welfare fund (was 60); 6 cents to apprenticeship fund (was 5); see CWD May 1981.
Allied Construction Employers Milwaukee, Wis. Laborers—1,500	No wage change 6/1/82	3-year agreement negotiated 6/5/82 provided: 45 cents wage increase 6/1/83, with distribution between wages and benefits to be determined later; wage and benefit reopening 6/1/84; 76 cents hour to vacation fund (was 56); $1.40 to pension fund (was $1.35); $1.45 to health and welfare fund (was $1.30); 11 cents to industry promotion (was 9); see CWD Nov. 1980.
National Electrical Contractors Assn. St. Louis, Mo. Electrical Workers—2,600	$1.01 6/1/82	1-year agreement negotiated 11/13/81 under early renewal of contract that was scheduled to expire 5/31/82 also provided: 10 percent to local pension fund (was 5.5); $1.26 hour to health and welfare fund (was 91 cents); 13 cents to apprenticeship fund (was 12); industry promotion fund eliminated (was 1 percent); see CWD June 1979 for previous listing.
Heavy Contractors Assn. Omaha, Neb. Laborers—1,200	$1 7/7/82	Deferred increase negotiated 3/80 (CWD May 1980); see CWD Apr. 1981.
Associated General Contractors of America, Inc. Utah Operating Engineers—1,500	$2 7/5/82	Deferred increase negotiated 6/25/81 (CWD Sept. 1981).
Associated General Contractors of America, Inc. Northern, Nev. Carpenters and Joiners—1,500	50 cents 7/1/82	Deferred increase negotiated 6/80 (CWD May 1981); previously received 50 cents on each of 7/1/81 and 1/1/82.
Painting and Decorating Contractors Assn.; Commercial and Industrial Painting Contractors Assn. Portland, Oreg. and Southwest Wash. Painters—1,200	$1 7/1/82	Deferred increase negotiated 6/80 (CWD Mar. 1981); previously received $1 on 7/1/81.
Plumbing and Air Conditioning Contractors of Arizona Phoenix, Ariz. Plumbers—4,750	$1.50 7/1/82	Deferred increase 7/81 (CWD Oct. 1981); previously received $1.25 on 1/1/82.
Associated General Contractors of America, Inc., Oregon-Columbia Chapter Wash., Oreg., and Idaho Iron Workers—4,000	See next column 7/1/82	$1.50 automatic annual cost-of-living adjustment which was a guaranteed amount not contingent on the movement of the CPI; amount was allocated as follows: $1 to wages, 45 cents to health and welfare fund (total $1.45), and 5 cents to apprenticeship fund (total 20); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Southern Calif. (11 counties) Teamsters (Ind.)—5,000	$1.91 7/1/82	Deferred increase negotiated 7/80 (CWD Nov. 1980); previously received $1.66 on 7/1/81.
Sheet Metal and Air Conditioning Contractors National Assn. Oakland, Calif. Sheet Metal Workers—2,000	$4 7/1/82	Deferred increase negotiated 8/80 (CWD Oct. 1980); see CWD Mar. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Assn. of Plumbing Mechanical Contractors of Sacramento, Inc. Sacramento, Calif. Plumbers—1,100	$2.22 7/1/82	Deferred increase negotiated 6/81 (CWD Sept. 1981).
Mechanical Contractors Council of Central California Central Calif. Plumbers—2,000	$1.50 7/1/82	Deferred increase negotiated 6/30/81 (CWD Sept. 1981).
Plumbing and Piping Industry Council and independent companies Los Angeles, Calif., area Plumbers—12,000	$1.84 7/17/82	Deferred increase negotiated in 1980 (CWD Nov. 1980); previously received $1.60 on 7/1/81.
Contracting Plasterers Assn. of Southern California, Inc. Los Angeles and Orange counties, Calif. Laborers—1,000	$2.20 7/1/82	Deferred increase negotiated 7/80 (CWD Mar. 1981); previously received $2 on 7/1/81.
Contracting Plasterers Assn. of Southern California, Inc. Los Angeles and Orange counties, Calif. Plasterers—2,400	$2.20 7/1/82	Deferred increase negotiated 7/80 (CWD Mar. 1981); previously received $2 on 7/1/81.
Associated General Contractors of America, and others Southern Calif. Carpenters and Joiners—41,000	$2.02 7/1/82	Deferred increase negotiated 7/80 (CWD Nov. 1980); previously received $2.05 on 7/1/81.
Associated General Contractors of America, Inc. Southern Calif. and Nev. Operating Engineers—20,000	$2.05 7/1/82	Deferred increase negotiated 7/80 (CWD Nov. 1980); previously received $2.05 on 7/1/81.
Associated General Contractors of America, Inc. and others Southern Calif. (11 counties) Laborers—12,000	$2 7/1/82	Deferred increase negotiated 7/80 (CWD Nov. 1980); previously received $2 on 7/1/81.
Associated General Contractors of America, Inc. and others Southern Calif. Cement Masons—5,000	$2.02 7/1/82	Deferred increase negotiated 7/80 (CWD Nov. 1980); previously received $2.05 on 7/1/81.
National Electrical Contractors Assn. Orange County, Calif. Electrical Workers (IBEW)—1,400	$1.03 6/1/82	2-year agreement negotiated 2/82 also provided: $1 on each of 12/1/82, 6/1/83, and 12/1/83, with distribution between wages and benefits to be determined later; 3 cents hour to apprenticeship fund (was 2); see CWD Dec. 1981.
Associated General Contractors of America, Oregon-Columbia Chapter Oreg. and Southwestern Wash. Carpenters and Joiners—10,000	See next column 6/1/82	$1.34 automatic annual cost-of-living adjustment consisting of 91 cents guaranteed amount not contingent on the movement of the CPI and 43 cents resulting from a rise in the CPI; amount was allocated as follows: $1.07 to wages, 17 cents to supplemental pension fund (total 37), and 10 cents to health and welfare fund (total 95); see CWD Jan. 1982.

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc., Oregon-Columbia Chapter Oreg. and Southwest Wash. Laborers—4,500	See next column 6/1/82	$1.17 automatic annual cost-of-living adjustment consisting of 79 cents guaranteed amount not contingent on the movement of the CPI and 38 cents resulting from a rise in the CPI; amount was allocated as follows: 87 cents to wages; 30 cents to health and welfare fund in Oregon (total $1.70), and 25 cents to health and welfare fund in Wash. (total $1.35); 5 cents to pension fund in Wash. (total $1.45); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Oregon-Columbia Chapter Oregon Operating Engineers—4,000	See next column 6/1/82	6.3 percent automatic annual cost-of-living adjustment consisting of 5 percent guaranteed amount not contingent on the movement of the CPI and 1.3 percent resulting from a rise in the CPI—28 cents was allocated to health and welfare fund (total $1.58) and remainder to wages; see CWD Jan. 1982.
Associated General Contractors of America, Inc. Oregon-Columbia Chapter Oregon Teamsters (Ind.)—2,000	See next column 6/1/82	$1.11 automatic annual cost-of-living adjustment consisting of 88 cents guaranteed amount not contingent on the movement of the CPI and 23 cents resulting from a rise in the CPI; amount was allocated as follows: 89 cents to wages and 22 cents to health and welfare fund (total $1.40); see CWD Jan. 1982.
Associated General Contractors of America, Inc., Inland Empire Chapter Eastern Wash. and Idaho Laborers—2,150	See next column 6/1/82	$1.25 automatic annual cost-of-living adjustment, a guaranteed amount not contingent on the movement of the CPI, which was allocated as follows: 65 cents to wages; 10 cents to pension fund (total $1.40); 50 cents to health and security fund (total $1.62); see CWD Jan. 1982.
Associated General Contractors of America, Inc., Inland Empire Chapter Eastern Wash. and Idaho Carpenters and Joiners—4,500	See next column 6/1/82	$1.25 automatic annual cost-of-living adjustment, a guaranteed amount not contingent on the movement of the CPI, which was allocated as follows: 19 cents to wages; 50 cents to pension fund (total $1.70); 50 cents to health and security fund (total $1.46); 6 cents to training fund (total 16); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Washington and Idaho Operating Engineers—3,000	See next column 6/1/82	$1.25 automatic annual cost-of-living adjustment, a guaranteed amount not contingent on the movement of the CPI, which was allocated as follows: 55 cents to wages; 50 cents to pension fund (total $2.50); 20 cents to health and security fund (total $1.50); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Central and Western Washington Carpenters and Joiners—7,500	See next column 6/1/82	$1.16 automatic annual cost-of-living adjustment consisting of $1 guaranteed amount not contingent on the movement of the BLS-CPI and 16 cents resulting from a rise in the CPI; amount was allocated as follows: 84 cents to wages; 7 cents to pension fund (total $1.35); 25 cents to health and security fund (total $1.25); see CWD Jan. 1982.
Sheet Metal and Air Conditioning Contractors Assn. Seattle, Tacoma, and Everett, Wash. Sheet Metal Workers—1,600	See next column 6/1/82	$1.88 automatic annual cost-of-living adjustment, consisting of $1 guaranteed amount not contingent on the movement of the CPI and 88 cents resulting from a rise in the CPI which was allocated as follows: $1.42 to wages; 12 cents to pension fund (total $1.80); 25 cents to health and welfare fund (total $1.13); 9 cents to the Stabilization Agreement for the Sheet Metal Industry (total 71); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Central and Western Washington Laborers—4,500	See next column 6/1/82	$1.16 automatic annual cost-of-living adjustment which was allocated as follows: 86 cents to wages; 5 cents to pension fund (total $1.45); 25 cents to health and security fund (total $1.35); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Central and Western Washington Teamsters (Ind.)—1,150	See next column 6/1/82	$1.16 automatic annual cost-of-living adjustment which was allocated as follows: 65 cents to wages; 21 cents to pension fund (total $1.75); 30 cents to health and security fund (total $1.54); see CWD Jan. 1982.
Associated General Contractors of America, Inc. Central and Western Washington Operating Engineers—4,500	See next column 6/1/82	$1.16 automatic annual cost-of-living which was allocated as follows: 61 cents to wages; 25 cents to pension fund (total $2); 30 cents to health and security fund (total $1.50); see CWD Jan. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Alaska Operating Engineers—6,300	$1.98 7/1/82	Deferred increase negotiated 7/81 under 3-year agreement which also provided: $2.17 on 7/1/81, $2.27 on 7/1/83; $3.25 hour to pension fund 7/1/81 (was $3), $3.50 on 7/1/82, and $4 on 7/1/83; $1.50 to health and welfare fund 7/1/81 (was $1.20), $1.80 on 7/1/82 and $2.10 on 7/1/83; see CWD Aug. 1979 for previous listing.
Associated General Contractors of America, Inc. Alaska Laborers—4,250	$1.62 7/1/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
Associated General Contractors of America, Inc. Anchorage, Alaska Teamsters (Ind.)	$2.10-$2.33 7/1/82	Deferred increase negotiated in 1981 (CWD May 1982).
Associated General Contractors of America, Inc. Anchorage, Alaska Carpenters and Joiners—1,700	$1.47 7/1/82	Deferred increase negotiated 7/81 (CWD Nov. 1981); previously received 92 cents 1/1/82.
TRANSPORTATION AND PUBLIC UTILITIES		
Class I railroads National Train Dispatchers—2,200	See next column 7/1/82	Deferred increase of 3 percent of base rates negotiated 2/82 (CWD Apr. 1982) plus automatic semiannual cost-of-living adjustment of 22 cents an hour; see CWD Apr. 1982.
Class I railroads National Clerks (BRASC)—70,500; Maintenance of Way Employees—61,000; Railway Carmen—32,000; Machinists—15,000; Electrical Workers (IBEW)—9,000; Sheet Metal Workers—4,000; Boilermakers and Blacksmiths—2,300	See next column 7/1/82	Deferred increase of 3 percent of base rates negotiated 12/81 (CWD Jan. 1982) plus automatic semiannual cost-of-living adjustment of 22 cents an hour; see CWD Jan. 1982.
Northwest Airlines (clerical, office, fleet and passenger service employees) National Railway and Airline Clerks—3,600	6.4 to 8 percent 7/1/82	3-year agreement negotiated 5/82 also provided: 6 to 7.5 percent 7/1/83 and 6.2 to 9.3 percent 7/1/84; discontinuation of cost-of-living adjustment clause; shift differentials of 26 (was 21), 33 (was 28), and 36 (was 31) cents for afternoon, night, and relief shifts, respectively, 7/10/82; 115 (was 110) days maximum sick leave accrual; comprehensive medical benefits plan with $1 million lifetime maximum per person for hospital-surgical-medical, mental illness, and supplemental accident expenses 7/1/82; $28.50, $24.12, $19.19, or $17.68 (was $27, $22.85, $18.75, or $16.75) a month per year of service pension for retirement after 6/30/82, going to $30, $25.39, $20.83, or $18.61 on 7/1/83, and $32, $27.08, $22.22, or $19.85 on 7/1/84; see CWD Mar. 1982.
Class I railroads National Signalmen—8,600; Firemen and Oilers—8,400	See next column 7/1/82	Deferred increase of 3 percent of base rates negotiated 1/82 (CWD Mar. 1982) plus automatic semiannual cost-of-living adjustment of 22 cents an hour; see CWD Mar. 1982.
United Airlines (flight attendants) National Assn. of Flight Attendants (ALPA)—9,300	10 percent 4/1/82	1-year agreement negotiated 10/81 to be effective 4/1/82 also provided: $1.45 (was $1.30) an hour per diem pay 4/1/82; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
National Master Automobile Transporters Agreement National Teamsters (Ind.)—20,000	See next column	3-year agreement negotiated 4/82 provided: "negotiated" cost-of-living adjustment of 47 cents an hour, 2.35 cents per loaded mile (Central, Southern, and Eastern), 1.175 cents per running mile (Western and Driveaway), or 4.7 percent flat zone rates (excluding Driveaway) 6/1/82—these amounts plus amount diverted to health and welfare and/or pension funds (see below) were same as would have been provided under cost-of-living adjustment clause of previous agreement; annual instead of semiannual cost-of-living adjustment of 1 cent an hour, 0.5 mills per loaded mile, 0.25 mills per running mile, or 0.1 percent flat zone rates for each 0.3 point increase in the BLS-CPI-W (1967 = 100) effective 6/1/83 and 6/1/84 (plus 6/1/85—a day after expiration of the contract) with possible diversions (to be determined at the time of each adjustment) to finance health and welfare and/or pension benefits; $100.50 (was $90.50) weekly per employee total payment by employer to finance health and welfare and pension benefits; see CWD June 1981.
Republic Airlines (flight attendants) National Association of Flight Attendants (ALPA)—2,400	See next column	21-½ month agreement negotiated 5/28/82 (effective 3/15/82) reflecting integration of Republic/East and Republic/West into uniform agreement and incorporating side letters pertaining to 10 percent pay cut (see CWD Mar. 1982) provided: restoration of contract pay rates 7/1/82 (when pay cut expires), 7 percent pay increase 1/1/83, and 4 percent pay increase 6/1/83; 25 cents hour longevity pay established per year of service over 12 1/1/83; $1.50 to $2.25 first flight attendant premium pay, depending on aircraft type; additional holiday (total 4) for which double time paid when worked; improved vacations; increased maximum of 800 hours' accumulated sick leave with 25 percent of sick leave bank pay off at retirement (new); $1.20 per diem pay 3/15/82, going to $1.45 6/1/83; $18 month uniform cleaning allowance 6/1/83; increased insurance benefits; status quo and maintenance of separate retirement plans until 5/1/83 thereafter which a single plan for all attendants would be negotiated; $500 displacement pay if flight attendant elects not to move; and mileage allowance increased to 17 cents per mile; see CWD Mar. 1982.
U.S. Postal Service National Postal Workers—300,000; Letter Carriers—195,000; and Rural Letter Carriers—63,000	$300 year 7/24/82	Deferred increase negotiated 7/81 (CWD Aug. 1981)—also received $350 lump-sum cash payment (not to be included in basic pay) effective 7/21/82; see CWD June 1982.
Public Service Electric and Gas Co. Newark, N.J. Electrical Workers—4,400	8.25 percent 6/10/82	2-year agreement negotiated 6/82 also provided: 8 percent 2d year; new dental plan; company assumed 100 percent of any increase in health benefit cost 1st year and 90 percent of any increase 2d year; settlement preceded by 41-day strike; see CWD May 1981.
Public Service Electric and Gas Co. Newark, N.J. Utility Workers (Ind.)—1,530	7.5 percent 5/82	2-year agreement ratified 5/19/82 also provided: 7.25 percent 2d year; 85 percent company contribution to health and welfare premium; see CWD May 1981.
Consolidated Edison Co. New York Utility Workers and Electrical Workers (IBEW)—17,450	9 percent 7/17/82	Deferred increase negotiated 7/80 (CWD Aug. 1980); see CWD July 1981.
Metropolitan Transit Authority (New York City Transit Authority) New York, N.Y. Transport Workers Union—27,500	7 percent retroactive to 4/1/82	3-year arbitration award of 4/29/82 also provided: 6 percent 4/1/83, 4 percent effective 4/1/84, and 3 percent on 7/1/84; existing 36 cents cost-of-living allowance provided under previous contract incorporated into base rates and cost-of-living adjustment clause terminated; 1 additional paid holiday (total 11) as a personal leave day starting 1/1/83; increased city payment for health and welfare benefits to maintain their existing levels; bereavement leave liberalized to include death of grandparents; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Metropolitan Transit Authority (Manhattan and Bronx Surface Transit Operating Authority) New York, N.Y. Transport Workers Union —5,400	See next column	3-year agreement arbitrated 4/29/82 similar to New York City Transit Authority settlement listed above; see CWD Nov. 1981.
Metropolitan Transit Authority (New York City Transit Authority) New York, N.Y. (Queens and Staten Island) Amalgamated Transit Union —2,100	See next column	3-year agreement arbitrated 4/29/82 similar to New York City Transit Authority/ Transport Workers Union settlement above; first listing.
Brooklyn Union Gas Co. Brooklyn, N.Y. Transport Workers—2,350	9 percent 7/82	Deferred increase negotiated 7/80 (CWD Oct. 1980); see CWD July 1981.
Central Hudson Gas & Electric Corp. Poughkeepsie, N.Y. Electrical Workers (IBEW) —1,300	10 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
New York State Electric and Gas Corp. (production and clerical employees) Upstate New York Electrical Workers (IBEW) —2,900	10 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Oct. 1981).
General Telephone Co. of Ohio Marion, Ohio Communications Workers —2,600	2.75 percent 7/19/82	Deferred increase negotiated 7/81 (CWD Oct. 1981); see CWD Jan. 1982.
Illinois Power Co. Illinois Electrical Workers (IBEW) —2,500	9 percent 7/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
Cartage Exchange of Chicago, Illinois Motor Truck Operators Assn., Illinois Trucking Assn., Motor Carrier Labor Advisory Council, independent trucking companies, and private fleet operators Chicago, Ill., area Machinists—2,800	25 cents 5/1/82	3-year agreement negotiated 6/82 also provided: hourly wage increases of 25 cents 5/1/83 and 22 cents 5/1/84; continuation of cost-of-living adjustment clause but with annual rather than semiannual reviews on 5/1/83 and 5/1/84 providing 1 cent for each 0.3-point rise in BLS-CPI-W (1967 = 100) with possible diversions to finance health and welfare and/or pensions (to be determined at time of review); and 45 (was 30) hours of pay per week of vacation 5/1/82; see CWD May 1981.
Union Electric Co. (office, clerical, sales and technical employees) Ill., Iowa, and Mo. Electrical Workers (IBEW) —1,100	9 percent 7/1/82	Deferred increase negotiated in 1981 (CWD Nov. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Consumer Power Co. Michigan (excluding Detroit) Utility Workers—4,900	5 cents 5/3/82	Automatic tri-annual cost-of-living adjustment; previously received 14 cents 1/4/82; see CWD Mar. 1981.
Detroit Edison Southeastern, Mich. Utility Workers—3,500	See next column 6/82	3 percent deferred increase negotiated 6/81 (CWD Oct. 1981) plus 5 cents automatic quarterly cost-of-living adjustment; previously received automatic cost-of-living adjustments of 23 cents 9/81, 14 cents 12/81 and 7 cents 3/82.
Michigan Consolidated Gas Co. Detroit and Ann Arbor Michigan Service Employees—1,300	3 cents 6/82	Automatic quarterly cost-of-living adjustment; previously received 6 cents 3/82; see CWD Jan. 1982.
General Telephone of the Southwest Various locations Communications Workers —8,000	4.2 percent 5/23/82	Automatic annual cost-of-living adjustment; see CWD June 1981.
Southern California Edison Co. California Electrical Workers (IBEW) —4,900	See next column 1/1/82	2-year agreement ratified 4/19/82 provided: 9 percent general wage increase retroactive to 1/1/82 and a wage reopener 2d year; 50 cents 2d and 65 cents 3d (was 35 and 50) shift differentials; $16.50 (was $15.25) meal allowance increasing to $17.75 2d year; see CWD Apr. 1981.
Union Electric Co. St. Louis, Mo. Operating Engineers—1,475	9 percent 7/1/82	Deferred increase negotiated in 1981 (CWD Oct. 1981).
Union Electric Co. (manual employees) St. Louis, Mo., area Electrical Workers (IBEW) —1,100	9 percent 7/1/82	Deferred increase in 1981 (CWD Oct. 1981).
Utah Power & Light Co. Utah, Idaho and Wyoming Electrical Workers (IBEW) —3,000	9 percent 1/26/82	3-year agreement negotiated 1/82 provided: see CWD May 1981.
Pacific Maritime Association Pacific Coast Longshoremen's and Warehousemen's Union (ILWU)—9,600	$1.30 an hour 7/3/82	Deferred increase negotiated 8/81 (CWD Oct. 1981); increase applied to straight-time rates—most Pacific Coat longshoremen are paid 6 hours at straight-time plus 2 hours at time and one-half for a normal day (other workers receive equivalent pay); see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES--Continued		
Hawaiian Telephone Co. Hawaii Electrical Workers (IBEW) —3,600	7.5 percent 5/1/82	3-year agreement negotiated 5/82 also provided: 7 percent effective both 5/1/83 and 5/1/84; 2 percent pension reduction factor (was 3 percent) for those retiring between age 55 and 60 with 25 or more years of service 1/1/83 and effective 1/1/84 zero reduction factor; see CWD May 1981.
Hawaiian Electric Co. Honolulu, Hawaii Electrical Workers (IBEW) —1,000	7 percent 7/1/82	Deferred increase negotiated 11/81 (CWD June 1982).
WHOLESALE AND RETAIL TRADE		
First National Stores (meat and grocery departments) New York City and New Jersey United Food and Commercial Workers—1,000	$20 week meat-cutters-15 week clerks 7/11/82	Deferred increase negotiated 1/81; 3-year agreement previously provided: $35 week-meat department managers, and $28 week clerks effective 1/7/81, $10 week journeymen meatcutters and $10 week clerks 7/11/82, $21 week department managers and $13 for clerks on 1/9/83, $10 week journeymen and $10 week for clerks on 7/1/83; 5 weeks of vacation after 25 years of service (was 4); $100.30 month payment to pension plan (was $93.50); $93 month payment to health and welfare plan (was $89); increasing to $96 in 2d year and to $99 in 3d; see CWD Apr. 1980 for latest listing.
Gimbel Brothers, Inc. New York, N.Y., area Retail, Wholesale, and Department Store—4,000	$17 week 6/1/82	3-year agreement negotiated 6/2/82 also provided: $19 week general wage increase on 6/1/83 and $20 week on 6/1/84; $6.75 month pension per year of service for employees with 10-14 years of service (was $5.50), $8 month for those with 15-25 years of service (was $6), and $9 month for 25 or more years of service; $2.50 meal allowance (was $2.25); see CWD June 1981.
Southwestern area supermarkets Dallas-Ft. Worth and El Paso, Tex.; Oklahoma City, Okla.; Little Rock and Fort Smith, Ark.; and Albuquerque N. Mex. United Food and Commercial Workers—4,800	30 cents 7/25/82	Deferred increase negotiated 12/80 (CWD Dec. 1981).
Weingarten, Kroger, Lucky, Safeway, Rice and Lewis Coker stores Southeastern, Tex. United Food and Commercial Workers—2,000	30 cents 7/4/82	Deferred increase negotiated 11/30/80 (CWD Jan. 1981); see CWD Dec. 1981.
National Tea Co., Standard Grocery Div. Illinois and Indiana United Food and Commercial Workers—1,100	35.6 cents 5/16/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
Employers Assn. of Greater Chicago Chicago, Ill., area Machinists—3,000	47 cents 7/1/82	Deferred increase negotiated 8/20/81 (CWD Nov. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Meijer, Inc. (grocery and general merchandise stores) Michigan United Food and Commercial Workers—9,000	50-1.20 cents 7/12/81	3-year agreement negotiated 8/81 also provided: wage increases ranging from 30-75 cents an hour on 8/15/82 and 20-85 cents on 8/14/83; annual cost-of-living adjustments 2/13/83 and 2/13/84 of 1 cent for each 0.4-point rise in the BLS-CPI-W (1967 = 100) with a 10 cents minimum and 20 cents maximum; 5 personal leave days after 7 years of service (was 4); see CWD July 1980.
Kroger, Schnuck's Thor, and National Tea stores St. Louis, Mo. United Food and Commercial Workers—2,300	32.5 cents 7/1/82	Deferred increase negotiated 7/30/81 (CWD May 1982).
Denver retail grocers Denver, Colo., area United Food Commercial Workers—8,000	70 cents 5/1/82	3-year agreement negotiated 5/82 also provided: 25 cents general wage increase on 5/1/83, 11/1/83, 5/1/84 and 11/1/84; cost-of-living clause continued providing annual adjustments on 5/1/83 and 5/1/84 of 1 cent for each 0.4-point movement in the BLS-CPI, above a 4 point increase; $150 week disability (was $110); 45 cents an hour company payments for future service pension benefits (was 40); see CWD May 1981.
Food Employers Council, Inc. Southern Calif. United Food and Commercial Workers—70,000	75 cents 7/28/82	Deferred increase negotiated 8/81 (CWD Sept. 1981); see CWD Mar. 1982.
Automotive repair and maintenance industry San Mateo and Northern Santa Clara counties Calif. Machinists—1,000	50 cents 7/16/82	Deferred increase negotiated 6/6/80 (CWD Jan. 1981); see CWD July 1981.
East Bay Restaurant Assn. San Francisco, Calif. Hotel and Restaurant Employees —2,000	10 percent 7/82	Deferred increase negotiated 7/81 (CWD May 1982).
Food Employers Council, Inc. Oakland, Calif. United Food and Commercial Workers—3,200	7.5 cents 7/82	Automatic semiannual cost-of-living adjustment; previous adjustment of 50 cents in 1/82, should be 22 cents; see CWD May 1982.
Pierce County Restaurant Bargain Group Tacoma, Wash. Hotel and Restaurant Employees —1,400	20 cents 7/1/82	Deferred increase negotiated 7/30/80 (CWD Feb. 1981).
Food Employers Association Inc. (grocery warehouses) Western Oregon Teamsters—2,000	75 cents 7/1/82	Deferred increase negotiated 8/80 (CWD July 1980).
Fred Meyer Inc. (formerly listed as Portland Drug Stores) Portland, Oregon United Food and Commercial Workers—2,000	40 cents 7/4/82	Deferred increase negotiated 7/16/80 (CWD Feb. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE		
Realty Advisory Board on Labor Relations (Apartment Agreement) New York, New York Service Employees—20,000	60 cents 4/21/82	3-year agreement negotiated 4/82 also provided: 52.5 cents 4/21/83 and 50 cents 4/21/84; additional increases of 5, 5, and 2.5 cents on 4/21 of 1982, 1983, and 1984, respectively for handy persons and of 7.5, 5, and 5 cents on 4/21 of 1982, 1983, and 1984 for working superintendents and on 6/1 of same years for resident managers; improved cost-of-living adjustment formula with reviews 4/83 and 4/84 providing adjustments of 4 cents for each 1 percent rise in BLS-CPI-W for New York-New Jersey over specified percent measured from Feb. to Feb.; 12th paid holiday added beginning 1st contract year; 100 (was 70) percent payment for unused sick leave; $10,000 (was $8,000) life insurance and $250,000 (was $100,000) major medical maximum 7/1/82; improved dental coverage; $320 month (was $300) maximum pension benefit and 5 percent increase in pensions for those already retired 7/1/82; established pay for qualifying for jury duty (already had for serving on jury duty); see CWD June 1981.
SERVICES		
League of New York Theatres and Producers National Actors Equity—26,000	9.5 percent 6/82	Deferred increase negotiated 7/80; previously received increases of 18.8 percent 6/80 and 10.5 percent 6/81; no recent listing.
Cemeteries agreement New York-New Jersey, area Service Employees—1,800	$25 a week 1/1/82	3-year agreement as a result of 5/20/82 arbitrated settlement which also provided $25 a week 1/1/83 and $25 a week 1/1/84; increased employer payments as needed to maintain health insurance benefits; $14 (was $13) a week per employee payment by employer to pension fund 1/1/83, going to $16 a week 1/1/84; settlement preceded by less than 1 week selective strike by about 400 employees; no recent listing.
Rutgers University (clerical, office, and laboratory workers) Newark, Camden, and New Brunswick, N.J. State, County, and Municipal Employees—1,800	7 percent 7/1/82	Deferred increase negotiated 1/82 (CWD Mar. 1982).
Teachers Memphis, Tenn. Memphis Education Association—5,700	7.5 percent 7/1/82	Deferred increase negotiated 12/2/81 (CWD Jan. 1982).
Nevada Resort Assn. (downtown hotels and casinos and resort hotels) Las Vegas, Nev., area Hotel and Restaurant Employees—25,000	60 cents-skilled employees, 40 cents-semi skilled; and 35 cents tipped employees 4/82	Deferred increase negotiated 4/80 (CWD July 1980); previously received increases of 70 cents—skilled employees, 50 cents—semiskilled, and 35 cents—tipped employees 4/81; no recent listing.
Affiliated Hospitals of San Francisco Northern California California Nurses Assn. (Ind.)—1,750	8 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Sept. 1981); see CWD Sept. 1981.
Garage and parking lot agreement San Francisco, Calif. Teamsters (Ind.)—1,000	94 cents 1/1/82	Increase negotiated 2/82 under wage reopening provision of 35-month agreement scheduled to expire 11/30/82; reopening also provided for double-time pay (was time and one-half) for working over 12 hours a day; 35-month agreement negotiated 1/80 previously provided unlisted wage increases of 75 cents 1/1/80 and 50 cents 1/1/82 plus other improvements; no recent listing.
Association of Motion Picture and Television Producers Hollywood, Calif. Directors Guild of America—3,960	12 percent 7/1/82	Deferred increase negotiated 6/81 (CWD May 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Cedars-Sinai Medical Center (office and clerical, technical, and service employees) Los Angeles, Calif. Service Employees—1,600	8 percent 7/1/82	Deferred increase negotiated 6/81 under terms of 3-year agreement which provided: wage increases of 10 percent 7/1/81, higher of 8 percent or amount negotiated by voluntary nonprofit fee-for-service community hospitals in Los Angeles County effective 7/1/82, and increase negotiated by above hospitals (or Cedars increase negotiated under wage reopener if there is no pattern of increases at those hospitals) effective 7/1/83; additional 5 percent wage increases for certain ployees 7/1/81; 50 cents night shift differential (except for licensed vocational nurses) and 55 cents and 60 cents evening and night shift differentials respectively, for LVN's 7/1/82 (was flat 45 cents all for both shifts), going to 50 cents and 60 cents (except LVN's) and 60 cents and 70 cents LVN's for evening and night shifts, respectively, 7/1/83; 11th paid holiday 7/1/83; improved vacations including added 5th week for employees with at least 15 years' service 7/1/83; 4th day of paid funeral leave added for employees traveling more than 500 miles; dental schedule increased by 10 percent 7/1/81 and 7/1/83; $5,000 (was $3,000) life insurance 7/1/81; and increased employer contribution for health and welfare coverage; first listing.
Teachers San Diego, Calif. San Diego Teachers Association —6,200	5 percent 7/1/82	Deferred increase negotiated 11/81 (CWD Jan. 1982).
Teachers Portland, Ore. Portland Association of Teachers—3,000	8 to 10½ percent 7/1/81	Deferred increase negotiated 3/81 (CWD July 1981).
Teachers (Anchorage School Board) Anchorage, Alaska Anchorage Education —1,900	8 percent 7/1/82	Deferred increase negotiated 5/81 (CWD July 1981).
PUBLIC ADMINISTRATION		
U.S. Postal Service National Postal Workers—300,000; Letter Carriers—195,000; and Rural Letter Carriers—63,000	$300 year 7/24/82	Deferred increase negotiated 7/81 (CWD Aug. 1981)—also received $350 lump-sum cash payment (not to be included in basic pay) effective 7/21/82; see CWD June 1982.
U.S. Postal Service National Mail Handlers Div. of Laborers International—37,000	$375 per year 7/1/82	Deferred arbitration award increase of 1/18/82 (CWD Mar. 1982)—also received $200 bonus effective 7/1/82; see CWD June 1982.
State workers Maine Maine State Employees Association—10,000	5 percent 7/1/82	Deferred increase negotiated 4/29/82 (CWD June 1982).
State employees Massachusetts State, County, and Municipal Employees—35,000	7 percent 7/1/82	Deferred increase negotiated 4/80; see CWD Sept. 1981.
State health care workers—paraprofessional employees (licensed practical nurses, psychiatric aides, and mental retardation aides) Connecticut New England Health Care Workers, District 1199—5,000	5 percent 7/1/82	Deferred increase negotiated 8/81 (CWD Dec. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State health care employees—professional workers (registered nurses, social workers, physicians, and technologists) Connecticut New England Health Care Workers, District 1199—2,000	5 percent 7/1/82	Deferred increase negotiated 8/81 (CWD Dec. 1981).
State employees New Jersey Communications Workers—34,400	7 percent 7/1/82	Deferred increase negotiated 10/81 (CWD Dec. 1981); see CWD Jan. 1982.
State health care and rehabilitation services workers New Jersey State, County, and Municipal Employees—10,000	7 percent 7/1/82	Deferred increase negotiated 8/81 (CWD Sept. 1981); see CWD Jan. 1982.
White collar workers Erie County, N.Y. Civil Service Employees Association—4,000	4 percent 7/1/82	Deferred increase negotiated 8/81 (CWD Sept. 1981); see CWD Jan. 1982.
Blue collar workers Erie County, N.Y. State, County, and Municipal Employees—2,400	4 percent 7/1/2	Deferred increase negotiated 8/81 (CWD Sept. 1981); see CWD Jan. 1982.
State employees Pennsylvania State, County, and Municipal Employees—60,000	8 percent 7/1/82	Deferred increase negotiated 1/81 (CWD July 1981).
State employees (caseworkers, institutional counselors, rehabilitation personnel, and similar employees) Pennsylvania Pennsylvania Social Services Union—12,000	8 percent 7/1/82	Deferred increase negotiated 3/81 (CWD June 1981).
State employees (Office of Employment Security) Pennsylvania Pennsylvania Employment Security Employees Association—3,500	8 percent 7/1/82	Deferred increase negotiated 3/81 (CWD June 1981).
State employees Illinois State, County, and Municipal Employees—40,000	8 percent 7/1/82	Deferred increase negotiated 1/81 (CWD May 1981).
State nurses Illinois Illinois State Nurses Association—1,000	8 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Dec. 1981).
State employees (clerical and and related) Wisconsin State, County, and Municipal Employees—8,600	7 percent or 52 cents, whichever is greater 7/1/82	Deferred increase negotiated 12/20/81 (CWD Jan. 1982); agreement also provided additional one-half step "regular" progression increase up to maximum in range.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (social services) Wisconsin State, County, and Municipal Employees—2,100	See next column	Deferred increase negotiated 12/20/81 (CWD Jan. 1982) provided similar terms as clerical unit agreement.
State employees (blue collar) Wisconsin State, County, and Municipal Employees—5,000	See next column 7/1/82	7 percent or 52 cents, whichever is greater plus one-half step progression increase for employees with two or more years' service; deferred increase negotiated 12/20/81 (CWD Jan. 1982).
State employees (technical) Wisconsin State, County, and Municipal Employees—4,800	8 percent or 56 cents whichever is greater (no progression increases) 7/1/82	Deferred increase negotiated 12/20/81 (CWD Jan. 1982).
State employees (security and public safety) Wisconsin State, County, and Municipal Employees—2,800	See next column	Deferred increase negotiated 12/20/81 (CWD Jan. 1982); agreement also provided similar terms as blue collar unit agreement.
State employees (engineers and technicians) Wisconsin State Engineers Association (Ind.)—1,000	7¼ percent plus ½ step regular progression 7/1/82	Deferred increase negotiated 12/20/81 (CWD Jan. 1982).
State Nurses Wisconsin United Professionals for Quality Health Care (Ind.)—1,000	6 percent 7/1/82	Deferred increase negotiated 12/20/81 (CWD Jan. 1982); agreement also provided additional one step regular progression increase for all employees plus ½ step increase to Registered Nurses, depending on seniority.
State employees Iowa State, County, and Municipal Employees—13,500	8 percent 7/1/82	Deferred increase negotiated 4/84 (CWD July 1981).
County employees (clerical and office service employees) Los Angeles, Calif. Los Angeles County Employees Association—17,000	8 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Dec. 1981).
State employees Oregon Oregon State Employees Assn. —20,000	3 percent 7/1/82	Deferred increase negotiated 7/81 (CWD Dec. 1981); see CWD Jan. 1982.
Police Officers Hawaii State of Hawaii Organization of Police Officers —2,100	10 percent 7/1/82	Deferred increase 8/15/81 (CWD Nov. 1981).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
March	16	20	201.6	207.8	661.8	.04
April	17	27	48.0	223.5	4,085.2	.20
May	18	27	85.1	259.0	4,454.0	.24
June	30	43	200.1	415.1	2,618.3	.13
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01
March	2	r 8	7.1	r21.3	r352.2	.02
April	8	r15	34.7	r54.3	r478.3	.03
May	r14	r20	r43.7	r59.3	r616.1	.03
June	14	22	33.3	56.4	816.9	.04

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.
r = revised.

Table 2. Work stoppages involving 1,000 workers or more during June 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in June
Brown & Sharpe Manufacturing Co. North Kingstown, R.I. Machinists	10/19/81		1,600	35,200
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/8/82		4,600	101,200
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	55,000
Public Service Electric and Gas Co. New Jersey Electrical Workers IBEW and Office and Professional Workers	5/1/82	6/10/82	4,600	36,800
Zenith Electronics Corp. of Indiana Evansville, Ind. Electrical Workers—IUE	5/6/82	6/6/82	1,000	4,000
Construction Industry Indianapolis, Ind. Carpenters	5/14/82	6/6/82	1,000	4,000
Northwest Airlines Inc. Nationwide Machinists	[5]5/21/82	6/16/82	4,800	57,600
Construction Industry Lake Charles, La. Operating Engineers	5/28/82	6/27/82	3,000	57,000
Construction Industry Detroit, Mich. Building Trades	6/1/82	6/28/82	10,000	200,000
Construction Industry Parkersburg, West Va. and Marietta, Ohio Building Trades	6/1/82		3,000	66,000
Construction Industry Chicago, Ill. Roofers	6/1/82	6/2/82	2,000	4,000
Construction Industry Pittsburgh, Pa. Operating Engineers	6/1/82	6/10/82	1,400	11,200
Construction Industry Pittsburgh, Pa. Bricklayers	6/1/82	6/14/82	1,200	12,000
Construction Industry Pittsburgh, Pa. Iron Workers	6/1/82		2,000	44,000
Homestake Mining Company Lead, S. Dak. Steelworkers	6/1/82		1,300	28,600
Avco Corp., Lycoming Division Stratford, Conn. Automobile Workers	6/1/82	6/1/82	3,000	3,000
Construction Industry Pittsburgh, Pa. Plumbers and Pipefitters	6/1/82	6/25/82	1,400	26,600
Construction Industry Chicago, Ill. Roofers	6/1/82	6/2/82	1,500	3,000

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during June 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in June
Iowa Beef Processors, Inc. Dakota City, Neb. Food and Commercial Workers	6/7/82		2,200	39,600
Construction Industry Milwaukee, Wis. Bricklayers	6/7/82	6/10/82	1,300	5,200
Bell Aerospace Company, Division of Textron, Inc. Buffalo, N.Y. Automobile Workers	6/9/82	6/9/82	2,300	2,300
General Tire and Rubber Company Waco, Texas Rubber Workers	6/14/82		1,200	15,600
Construction Industry Milwaukee, Wis. Electrical Workers—IBEW	6/21/82		1,000	8,000
Total beginning in June:	14 stoppages		33,300	
Total in effect in June:	22 stoppages		56,400	816,000

[1] The number of workers involved are rounded to the nearest hundred.

[2] Stoppage began at 11:01 p.m. on 5/21; approximately 1,200 pilots and flight attendants were furloughed because of strike related reductions in flights.

Major Agreements Expiring in August

Employer and location	Industry	Labor organization[1]	Number of workers
Alabama Dry Dock and Shipbuilding Co. (Mobile, Ala.)	Transportation equipment	Marine and Shipbuilding Workers	1,200
American Airlines, Ground Service (Interstate)[2]	Air transportation	Transport Workers	12,450
American Standard, Inc., Wabco Construction Equipment (Peoria, Ill.)	Machinery	Boilermakers	1,000
Associated General Contractors of America, Inc., Building Construction Agreement (Alabama)	Construction	Bricklayers; Carpenters; Laborers; Iron Workers; Engineers; Teamsters (Ind.)	8,000
Bowman Transportation, Inc. (Interstate)	Trucking	Steelworkers	2,100
Bucyrus-Erie Co. (Indiana, Pennsylvania, and Wisconsin)	Machinery	Steelworkers	2,000
Cluett, Peabody and Co., Inc., Arrow Co. Division (Interstate)	Apparel	Clothing and Textile Workers	4,600
Eagle Electric Manufacturing Co., Inc. and Eagle Plastics Corp. (New York)	Electrical products	Auto Workers	1,300
Flexsteel Industries, Inc. (Iowa, Pennsylvania, and Texas)	Furniture	Upholsterers	1,000
Gates Rubber Co. (Denver, Colo.)	Rubber	Rubber Workers	2,650
Goodyear Aerospace Corp. (Akron, Ohio)	Transportation equipment	Auto Workers	1,300
Illinois Food Retailers Association, Independent Food Stores	Retail trade	Food and Commercial Workers	4,350
Knitgoods Agreement (Ohio)[3]	Textile	Ladies's Garment Workers	1,050
New York Telephone Company	Communication	Telephone Traffic Union (New York) (Ind.)	8,300
Pittsburgh Forgings Co., Greenville Steel Car Co. (Pennsylvania)	Transportation equipment	Auto Workers	1,000
Publix Shirt Corp. (Interstate)	Apparel	Clothing and Textile Workers	1,000
Sun Harvest, Inc. (California)	Agricultural products	Farm Workers	1,350
Textron, Inc., Fafnir Bearing Division (New Britain, Conn.)	Machinery	Auto Workers	3,200
3M Company, Minnesota Mining and Manufacturing Co. Division (St. Paul, Minn.)	Stone, clay, and glass products	Oil, Chemical and Atomic Workers	1,850
	Government activity	**Labor organization[1]**	
California: Los Angeles County Building Trades and Skilled Craftsmen	Multidepartment	Los Angeles County Building and Construction Trades Council	1,350
Pennsylvania: Philadelphia Board of Education	Education	Teachers	18,000
Washington: Seattle Police Department	Public safety	Seattle Police Officers Guild (Ind.)	1,050

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[1] Affiliated with AFL-CIO except where noted as independent (Ind.).
[2] Information is from newspaper reports.
[3] Industry area (group of companies signing same contract).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basis series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor.*

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The ECI collects data for all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	196.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, private business sector:										
Current dollars (1977 = 100)	66.0	71.3	78.0	85.5	92.9	100.0	108.4	119.3	131.5	144.6
1977 dollars	95.7	97.3	95.9	96.3	98.8	100.0	100.7	99.6	96.7	96.4
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.0	92.9	100.0	108.4	118.8	130.5	143.6
1977 dollars	96.6	97.9	96.4	96.8	98.9	100.0	100.7	99.2	96.0	95.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981							1982					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.20	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.62
1977 dollars	4.82	4.79	4.79	4.81	4.82	4.83	4.81	4.86	4.84	4.85	4.85	4.83	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	254.88	257.74	259.88	259.74	261.18	262.20	262.24	255.95	262.39	261.99	262.27	265.52	266.70
1977 dollars	170.49	170.35	170.64	168.88	169.49	169.71	169.30	164.70	168.31	168.37	167.80	168.16	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	137.9	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.4
1977 dollars	92.2	91.7	91.9	92.1	92.2	92.7	92.6	93.6	93.3	93.5	93.7	93.4	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.23	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.66
1977 dollars	4.86	4.82	4.83	4.80	4.80	4.81	4.80	4.82	4.82	4.84	4.86	4.85	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	254.50	256.63	258.37	257.95	259.74	261.50	261.10	258.69	263.55	263.15	264.89	266.99	266.57
1977 dollars	170.92	170.18	170.09	168.05	168.44	168.82	167.91	165.93	168.62	168.79	169.69	169.41	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, private business sector:													
Current dollars (1977 = 100)	–	–	146.5	–	–	148.5	–	–	151.2	–	–	*	–
1977 dollars	–	–	96.3	–	–	95.8	–	–	96.8	–	–	*	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	145.4	–	–	147.6	–	–	150.5	–	–	*	–
1977 dollars	–	–	95.6	–	–	95.2	–	–	96.3	–	–	*	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	138.4	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.6	147.9
1977 dollars	92.9	92.2	92.5	92.1	92.1	92.3	92.3	92.9	92.8	93.3	93.7	93.7	*

[1] Production and nonsupervisory workers.

p = preliminary.

* Not available.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.9	131.9
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981							1982					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$7.20	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.62
Mining	9.93	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.68	10.74
Contract construction	10.64	10.79	10.92	11.07	11.16	11.18	11.26	11.59	11.32	11.33	11.32	11.44	11.42
Manufacturing	7.97	8.02	8.03	8.16	8.16	8.20	8.27	8.42	8.34	8.37	8.42	8.45	8.51
Transportation and public utilities	9.61	9.67	9.87	9.95	9.94	10.05	10.06	10.10	10.13	10.07	10.14	10.18	10.21
Wholesale and retail trade	5.88	5.91	5.94	6.04	6.01	6.04	6.02	6.17	6.16	6.16	6.18	6.23	6.19
Finance, insurance, and real estate	6.25	6.26	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.76	6.68
Services	6.33	6.34	6.41	6.52	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.84	6.80
Wage rates, hired farm labor (quarterly data)	–	(2)	–	–	(2)	–	–	(2)	–	–	(2)	–	–
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	137.9	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.4
Mining	147.4	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	157.0	158.2
Contract construction	130.4	132.3	133.6	135.5	136.3	136.3	136.7	139.7	136.5	136.8	137.4	139.1	139.3
Manufacturing	141.3	142.3	142.9	144.7	145.4	146.4	147.4	149.3	149.1	149.8	150.9	151.5	152.3
Transportation and public utilities	137.9	138.5	141.6	143.0	143.0	144.6	145.0	145.8	146.3	145.4	146.4	147.1	147.3
Wholesale and retail trade	137.3	138.2	139.1	141.0	140.0	140.8	140.9	143.0	143.3	143.5	144.3	145.3	144.9
Wholesale trade	138.8	140.2	141.7	142.5	143.3	144.4	144.6	146.7	146.8	146.6	147.5	148.6	147.6
Retail trade	136.6	137.1	137.7	140.2	138.3	138.9	139.0	141.0	141.4	141.8	142.6	143.5	143.4
Finance, insurance, and real estate	136.8	137.5	139.7	139.8	140.7	142.6	141.5	143.7	144.9	144.2	145.4	147.7	146.3
Services	136.0	136.6	138.0	139.7	140.6	142.3	142.3	144.5	144.9	144.6	145.6	146.4	145.8
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$7.23	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.66
Mining[3]	9.93	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.68	10.74
Contract construction	10.73	10.82	10.90	10.95	11.06	11.14	11.22	11.52	11.34	11.39	11.43	11.52	11.52
Manufacturing	7.99	8.03	8.09	8.14	8.16	8.20	8.20	8.38	8.34	8.37	8.44	8.48	8.53
Transportation and public utilities	9.70	9.68	9.84	9.86	9.89	9.97	10.02	10.09	10.13	10.15	10.18	10.25	10.31
Wholesale and retail trade	5.91	5.94	5.98	6.03	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.20	6.21
Finance, insurance, and real estate[3]	6.25	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.76	6.68
Services	6.39	6.42	6.51	6.54	6.58	6.63	6.65	6.71	6.72	6.72	6.80	6.84	6.86
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	138.4	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.6	147.9
Mining[3]	147.4	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	157.0	158.2
Contract construction	130.9	132.2	132.8	133.5	134.7	135.7	136.6	139.9	137.9	138.1	138.7	139.7	139.9
Manufacturing	141.5	142.4	143.5	144.7	145.4	146.4	146.9	148.9	149.1	149.9	150.8	151.8	152.5
Transportation and public utilities	139.6	139.0	141.6	141.5	142.3	143.5	144.3	145.5	146.0	146.3	146.9	148.1	149.1
Wholesale and retail trade	137.6	138.4	139.7	141.0	140.5	141.3	141.7	142.1	142.5	142.8	143.7	145.2	145.2
Wholesale trade	139.2	140.5	142.4	142.4	143.5	144.4	144.3	146.3	146.3	146.3	147.1	148.9	148.1
Retail trade	136.8	137.2	138.2	140.3	138.8	139.6	140.4	139.9	140.4	140.9	141.9	143.2	143.6
Finance, insurance, and real estate	137.1	137.8	140.1	140.4	141.4	142.6	142.0	143.1	143.3	143.8	144.9	147.9	146.6
Services	136.7	137.4	139.2	139.7	140.9	142.2	142.6	143.4	143.7	143.9	145.1	146.4	146.5

[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980				1981				1982	
	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:										
All persons, private business sector	9.9	10.1	10.3	10.3	10.6	10.1	10.1	9.3	8.2	*
All employees, nonfarm business sector:										
Current dollars	9.6	9.8	10.0	10.1	10.5	10.0	10.1	9.3	8.4	*
1977 dollars	-4.1	-4.0	-2.6	-2.2	-.7	.2	-.6	-.2	.8	*
Average hourly earnings, private nonfarm economy[1]	7.6	8.2	7.9	8.9	9.2	9.2	9.2	8.0	6.8	6.2
Mining[2]	8.0	7.0	7.5	9.1	10.4	7.4	10.7	9.3	8.1	9.5
Contract construction	6.3	7.2	7.4	8.2	9.2	8.2	8.6	8.8	9.1	7.9
Manufacturing	7.4	8.0	9.0	10.3	10.7	10.8	9.9	8.0	7.9	6.8
Transportation and public utilities	8.5	9.6	7.7	9.0	9.5	9.8	9.9	8.3	7.6	6.4
Wholesale and retail trade	7.8	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7	5.2
Finance, insurance, and real estate[2]	9.1	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7	7.3
Services	8.2	9.5	9.2	9.5	9.7	9.4	9.9	9.3	8.4	7.8
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.2	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7	7.1
1977 dollars	-5.2	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3	*
Mining[2]	8.9	8.5	8.9	10.2	11.1	9.8	10.9	9.9	9.0	7.4
Contract construction	6.1	6.7	7.0	7.7	8.9	7.8	8.1	8.1	8.1	7.2
Manufacturing	9.0	9.6	10.6	10.9	10.7	10.1	9.3	8.8	8.6	7.9
Transportation and public utilities	8.7	9.9	8.1	9.3	9.7	10.2	10.0	8.5	8.1	6.8
Wholesale and retail trade	7.8	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8	5.6
Wholesale trade	8.8	9.0	6.7	8.7	8.6	8.4	8.9	8.5	7.6	6.8
Retail trade	7.2	7.7	8.5	8.8	8.6	8.5	7.8	6.4	4.8	5.0
Finance, insurance, and real estate	8.8	9.7	9.3	10.2	9.7	8.6	8.7	8.0	6.7	7.3
Services	8.1	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1	7.6
Wage rates, hired farm labor[3]	9.7	5.4	11.5	8.5	(3)	(3)	(3)	(3)	(3)	
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	6.8	7.0	6.2	8.0	8.9	9.6	9.3	7.2	5.0	4.8
1977 dollars	-6.5	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-2.2	-1.3

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

* Not available.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979		1980				1981				1982	
	III	IV	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:												
All persons, private business sector	8.9	8.6	10.8	12.3	9.5	8.6	11.9	10.4	9.3	5.5	7.6	*
All employees, nonfarm business sector:												
Current dollars	8.6	9.3	10.0	11.5	9.1	9.7	11.6	9.5	9.7	6.4	7.9	*
1977 dollars	-4.7	-4.3	-5.6	-1.5	1.2	-2.8	.2	2.3	-1.9	-1.3	4.4	*
Average hourly earnings, private nonfarm economy[1]	8.8	7.3	8.3	8.3	7.9	11.2	9.6	8.0	8.0	6.1	5.1	5.6
Mining[2]	1.4	7.1	10.4	9.5	3.4	13.4	15.6	-1.8	16.8	7.7	11.3	2.3
Contract construction	7.1	5.7	5.0	10.8	8.0	8.9	9.0	7.1	9.5	9.5	10.3	2.6
Manufacturing	7.2	7.3	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9	5.9
Transportation and public utilities	14.6	8.3	7.5	8.3	6.9	13.3	9.5	9.8	7.0	7.0	6.7	5.0
Wholesale and retail trade	7.1	8.0	9.6	8.0	8.1	9.2	8.8	7.8	7.0	5.0	3.1	5.8
Finance, insurance, and real estate[2]	8.4	8.0	15.1	7.8	7.7	11.4	13.6	3.9	7.5	8.0	7.4	6.4
Services	9.1	9.4	8.7	10.8	8.0	10.6	9.6	9.3	10.0	8.3	6.0	7.1
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.5	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5	6.2
1977 dollars	-4.6	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5	*
Mining[2]	5.0	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0	3.0
Contract construction	6.3	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1	2.4
Manufacturing	7.9	8.8	10.2	11.6	12.0	9.8	9.4	9.4	8.7	7.7	8.7	6.6
Transportation and public utilities	14.5	8.7	7.6	8.9	7.0	13.9	9.1	11.0	6.4	7.7	7.4	5.9
Wholesale and retail trade	7.2	7.9	9.7	7.9	9.1	8.4	9.1	7.1	8.0	4.3	3.8	6.4
Wholesale trade	8.4	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4	4.7
Retail trade	6.8	7.2	9.4	7.4	10.2	8.3	8.6	6.8	7.4	3.0	2.4	7.3
Finance, insurance, and real estate[2]	10.0	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0	8.7
Services	8.6	9.8	8.5	10.2	7.4	11.8	9.1	8.9	9.3	9.3	5.1	6.7
Wage rates, hired farm labor[3]	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(3)	(3)	(3)	(3)	
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	10.4	6.1	6.6	5.1	7.1	13.3	10.4	7.6	6.0	5.0	1.6	6.8
1977 dollars	-2.9	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4	4.0

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

* Not available.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981							1982					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
Average hourly earnings, private nonfarm economy[1]	9.1	9.0	9.4	9.2	8.3	8.0	7.5	7.4	6.8	6.2	6.3	6.4	6.0
Mining[2]	8.5	11.2	10.5	10.4	9.5	9.5	8.9	9.0	7.8	7.9	9.7	10.3	8.2
Contract construction	8.5	8.7	8.6	8.5	8.6	8.9	8.7	10.8	8.3	8.2	8.1	6.3	7.4
Manufacturing	10.5	10.0	9.9	9.8	8.8	7.9	7.3	9.0	7.6	7.2	6.8	6.8	6.8
Transportation and public utilities	10.0	8.9	10.4	10.3	8.2	8.4	8.3	8.4	7.4	7.1	6.6	6.3	6.3
Wholesale and retail trade	8.2	8.0	8.1	8.4	7.5	6.9	7.0	6.5	5.5	5.2	5.3	5.3	5.1
Finance, insurance, and real estate[2]	8.3	8.8	9.4	8.8	8.6	8.3	7.6	7.4	6.4	6.3	6.9	8.2	6.9
Services	9.0	9.4	10.2	10.1	9.7	9.4	8.8	9.3	8.2	7.7	8.3	7.9	7.4
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	8.9	8.8	9.3	9.3	8.6	8.4	8.2	8.3	7.5	7.2	7.2	7.3	6.9
1977 dollars	-.6	-1.7	-1.4	-1.4	-1.4	-.9	-.4	.1	.1	.6	.8	.8	*
Mining	9.9	11.0	10.7	10.9	10.1	10.2	9.6	9.8	8.8	8.2	7.3	7.7	7.3
Contract construction	7.8	8.4	8.0	8.0	8.1	8.3	8.0	9.7	7.5	7.2	7.3	7.6	6.9
Manufacturing	9.6	9.3	9.3	9.4	9.0	8.8	8.5	9.1	8.4	8.2	8.0	8.0	7.8
Transportation and public utilities	10.2	9.0	10.7	10.5	8.4	8.6	8.7	8.8	7.9	7.8	7.0	6.8	6.8
Wholesale and retail trade	8.0	7.8	8.2	8.6	7.4	6.9	7.1	6.2	5.8	5.4	5.5	5.8	5.5
Wholesale trade	7.9	8.5	9.4	8.8	9.0	8.3	8.1	8.4	7.7	6.8	6.8	7.1	6.4
Retail trade	8.1	7.4	7.5	8.4	6.5	6.2	6.6	5.0	4.6	4.7	4.8	5.1	5.0
Finance, insurance, and real estate	7.9	8.5	9.1	8.6	8.4	8.1	7.5	7.4	6.4	6.2	7.0	8.1	6.9
Services	8.8	9.4	10.0	9.8	9.5	9.2	8.9	8.8	8.1	7.5	7.9	7.7	7.2
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.4	9.9	9.7	8.2	7.7	7.4	6.6	3.8	6.2	5.0	4.8	4.9	4.7
1977 dollars	r-.1	r-.8	r-1.0	r-2.2	r-2.1	r-1.8	r-1.9	r-4.0	r-1.1	r-1.5	r-1.4	r-1.5	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

r = revised.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981							1982					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
Average hourly earnings, private nonfarm economy[1]	8.5	7.9	8.4	7.8	7.4	7.4	6.5	7.0	5.2	4.7	5.2	5.4	5.4
Mining[2]	7.9	6.6	5.6	8.9	11.4	15.2	9.9	11.4	10.1	6.9	8.0	5.6	6.4
Contract construction	8.1	8.2	8.4	8.1	9.5	9.6	9.3	13.4	8.2	8.2	8.8	6.9	5.4
Manufacturing	9.4	9.0	9.0	8.6	6.7	6.6	5.3	8.9	6.3	5.7	7.0	6.9	8.2
Transportation and public utilities	10.0	8.1	8.9	8.2	7.2	7.0	6.7	8.6	6.0	6.0	6.0	5.7	5.9
Wholesale and retail trade	8.3	7.8	7.0	7.3	6.2	5.8	5.8	5.1	4.1	3.0	4.4	4.7	4.3
Finance, insurance, and real estate[2]	8.1	5.6	5.2	6.2	7.2	8.8	7.2	9.1	7.7	6.4	6.6	7.7	6.5
Services	9.4	9.3	9.9	9.8	9.8	9.4	8.3	9.2	6.6	5.6	6.8	6.4	6.4
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	8.9	8.1	8.7	8.7	8.1	8.0	7.6	8.6	6.4	5.7	6.3	6.5	6.2
1977 dollars	.6	-1.3	-.3	-1.3	-2.0	-1.4	-1.4	1.6	.5	2.6	3.7	2.9	*
Mining[2]	10.9	9.8	8.8	10.7	7.7	10.8	8.3	9.8	8.9	5.8	6.9	4.7	6.4
Contract construction	7.2	7.2	7.3	7.3	8.5	9.1	8.9	12.1	7.7	7.0	6.1	6.0	4.9
Manufacturing	9.3	8.9	9.1	9.2	8.4	8.4	7.8	9.3	8.0	7.3	7.6	7.8	7.8
Transportation and public utilities	10.7	8.2	9.4	8.3	7.4	7.0	6.8	9.5	6.3	6.8	6.5	6.5	6.8
Wholesale and retail trade	8.3	7.0	7.5	8.3	6.4	6.0	6.0	5.5	4.1	2.6	4.7	5.6	4.9
Wholesale trade	8.6	8.4	9.5	7.8	8.7	7.8	7.5	8.5	5.7	5.6	5.0	6.3	5.3
Retail trade	8.0	6.2	6.4	8.6	5.1	5.1	5.2	3.9	3.2	.9	4.5	5.2	4.7
Finance, insurance, and real estate	7.7	7.1	8.2	7.5	6.9	8.6	7.4	7.9	4.6	4.9	5.1	7.5	6.5
Services	8.9	8.7	9.6	9.1	9.6	9.4	8.6	9.0	6.6	6.0	6.2	6.0	5.6
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	7.9	6.0	8.4	5.9	5.6	5.6	5.2	1.6	r4.0	4.1	4.0	4.2	4.2
1977 dollars	-.3	-3.2	-.6	-3.8	-4.3	-3.6	-3.5	-4.9	-1.7	.9	1.5	.7	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

r = revised.

* Not available.

Table 9. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits), civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Civilian nonfarm workers[1]	–	104.5	106.3	–	1.9	1.7	–	–	–
Workers, by occupational group									
White-collar workers	–	104.9	106.5	–	2.1	1.5	–	–	–
Blue-collar workers	–	104.1	105.7	–	1.6	1.5	–	–	–
Service workers	–	104.2	107.2	–	1.4	2.9	–	–	–
Workers, by industry division									
Manufacturing	–	104.0	106.0	–	1.9	1.9	–	–	–
Nonmanufacturing	–	104.8	106.4	–	1.9	1.5	–	–	–
Services	–	107.1	108.2	–	2.6	1.0	–	–	–
Public administration[2]	–	106.0	108.1	–	1.6	2.0	–	–	–
Private nonfarm workers[3]	98.1	104.0	105.8	3.6	2.0	1.7	10.7	9.8	7.8
Workers, by occupational group									
White-collar workers	98.3	104.0	105.8	3.9	2.2	1.7	10.8	10.1	7.6
Blue-collar workers	97.8	104.0	105.6	3.0	1.8	1.5	10.7	9.6	8.0
Service workers	99.3	103.1	106.7	5.4	1.2	3.5	10.5	9.3	7.5
Workers, by industry division									
Manufacturing	98.0	104.0	106.0	3.5	1.9	1.9	10.5	9.8	8.2
Nonmanufacturing	98.2	103.9	105.7	3.7	1.9	1.7	10.9	9.7	7.6
State and local government workers	–	107.4	108.8	–	2.0	1.3	–	–	–
Workers, by occupational group									
White-collar workers	–	107.8	109.1	–	2.0	1.2	–	–	–
Blue-collar workers	–	105.9	108.2	–	1.6	2.2	–	–	–
Workers, by industry division									
Services	–	107.9	109.0	–	2.0	1.0	–	–	–
Schools	–	107.9	108.9	–	1.8	.9	–	–	–
Elementary and secondary	–	108.3	109.3	–	1.9	.9	–	–	–
Hospitals and other services[4]	–	107.6	109.5	–	2.7	1.6	–	–	–
Public administration[2]	–	106.0	108.1	–	1.6	2.0	–	–	–

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social, and health services.

- Data not available.

Table 10. Employment Cost Index for wages and salaries, civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Civilian nonfarm workers[1]	-	104.4	106.3	-	1.9	1.8	-	-	-
Workers, by occupational group									
White-collar workers	-	104.7	106.7	-	2.0	1.9	-	-	-
Blue-collar workers	-	104.0	105.5	-	1.6	1.4	-	-	-
Service workers	-	103.6	106.8	-	1.1	3.1	-	-	-
Workers, by industry division									
Manufacturing	-	104.0	105.9	-	1.9	1.8	-	-	-
Nonmanufacturing	-	104.5	106.5	-	1.8	1.9	-	-	-
Services	-	106.6	108.6	-	2.1	1.9	-	-	-
Public administration[2]	-	105.5	107.5	-	1.6	1.9	-	-	-
Private nonfarm workers[3]	98.0	103.8	105.9	2.7	1.8	2.0	9.3	8.8	8.1
Workers, by occupational group									
White-collar workers	98.1	103.9	106.2	3.1	2.1	2.2	9.3	9.1	8.3
Blue-collar workers	97.7	103.9	105.4	2.0	1.6	1.4	9.3	8.6	7.9
Service workers	99.2	102.7	106.7	4.7	.9	3.9	9.3	8.3	7.6
Workers, by industry division									
Manufacturing	97.9	104.0	105.9	2.2	1.9	1.8	8.8	8.7	8.2
Nonmanufacturing	98.1	103.8	105.9	3.0	1.8	2.0	9.6	9.0	8.0
State and local government workers	-	107.0	108.2	-	1.9	1.1	-	-	-
Workers, by occupational group									
White-collar workers	-	107.5	108.5	-	2.0	.9	-	-	-
Blue-collar workers	-	105.5	107.5	-	1.5	.9	-	-	-
Workers, by industry division									
Services	-	107.6	108.4	-	2.0	.7	-	-	-
Schools	-	107.7	108.3	-	1.9	.6	-	-	-
Elementary and secondary	-	107.9	108.7	-	1.8	.7	-	-	-
Hospitals and other services[4]	-	107.3	108.8	-	2.6	1.4	-	-	-
Public administration[2]	-	105.5	107.5	-	1.6	1.9	-	-	-

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social, and health services.

- Data not available.

Table 11. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Private nonfarm workers[1]	99.0	103.8	105.9	2.7	1.8	2.0	9.3	8.8	8.1
Workers, by occupational group									
White-collar workers	98.1	103.9	106.2	3.1	2.1	2.2	9.3	9.1	8.3
Professional and technical workers	98.2	105.5	108.0	3.1	2.1	2.4	10.2	10.7	10.0
Managers and administrators	96.6	102.8	105.8	4.1	1.2	2.9	8.8	8.6	7.3
Sales workers	96.2	101.9	102.2	1.5	4.0	.3	8.7	7.5	6.2
Clerical workers	98.6	104.2	107.0	3.0	1.5	2.7	9.2	8.9	8.5
Blue-collar workers	97.7	103.9	105.4	2.0	1.6	1.4	9.3	8.6	7.9
Craft and kindred workers	97.8	104.3	106.2	1.8	1.4	1.8	9.6	8.5	8.6
Operatives, except transport	97.8	104.1	105.4	2.4	2.0	1.2	9.4	9.0	7.8
Transport equipment operatives	98.8	102.7	103.2	1.5	1.7	.5	8.6	7.8	6.6
Nonfarm laborers	97.5	103.3	104.1	1.9	1.8	.8	8.8	7.9	6.8
Service workers	99.2	102.7	106.7	4.7	.9	3.9	9.3	8.3	7.6
Workers, by industry division									
Manufacturing	97.9	104.0	105.9	2.2	1.9	1.8	8.8	8.7	8.2
Durables	97.9	104.5	106.3	2.3	2.4	1.7	9.6	9.2	8.6
Nondurables	97.8	103.1	105.3	2.2	1.1	2.1	7.5	7.7	7.7
Nonmanufacturing	98.1	103.8	105.9	3.0	1.8	2.0	9.6	9.0	8.0
Construction	97.6	104.3	105.9	1.8	1.3	1.5	9.4	8.8	8.5
Transportation and public utilities	97.7	103.6	105.7	2.3	1.6	2.0	10.8	8.4	8.2
Wholesale and retail trade	98.2	102.3	103.9	3.2	1.0	1.6	8.5	7.6	5.8
Wholesale trade	98.5	103.4	106.3	2.7	1.4	2.8	9.8	7.8	7.9
Retail trade	98.1	101.9	103.0	3.4	.9	1.1	8.0	7.5	5.0
Finance, insurance, and real estate	95.7	102.3	103.7	2.7	4.1	1.4	9.8	9.9	8.4
Services	99.6	105.8	108.8	4.0	2.1	1.8	10.1	10.6	9.2

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[1] Excludes private household workers.

Table 12. Employment Cost Index for compensation (wages, and employer cost for employee benefits), private nonfarm workers,[1] by bargaining status and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Workers, by bargaining status									
Union	97.6	104.8	106.5	3.1	2.2	1.6	11.8	10.7	9.1
Manufacturing	–	104.8	106.3	–	2.2	1.6	–	–	–
Nonmanufacturing	–	105.0	106.8	–	2.2	1.7	–	–	–
Nonunion	98.4	103.5	105.3	4.0	1.8	1.7	10.2	9.4	7.0
Manufacturing	–	103.5	105.7	–	1.7	2.1	–	–	–
Nonmanufacturing	–	103.5	105.2	–	1.8	1.6	–	–	–
Workers, by area size									
Metropolitan areas	98.1	104.1	105.7	3.6	2.0	1.5	10.9	9.9	7.7
Other areas	98.1	103.2	106.2	4.1	1.4	2.9	10.4	9.6	8.3

[1] Excludes private household workers.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 13. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Workers, by bargaining status									
Union	97.4	105.0	106.5	1.7	2.2	1.4	10.2	9.6	9.3
Manufacturing	97.7	104.7	105.9	1.7	2.0	1.1	10.1	8.9	8.4
Nonmanufacturing	97.1	105.2	107.0	1.7	2.3	1.7	10.4	10.2	10.2
Nonunion	98.2	103.2	105.6	3.3	1.6	2.3	8.9	8.5	7.5
Manufacturing	97.9	103.3	105.9	2.7	1.6	2.5	7.6	8.3	8.2
Nonmanufacturing	98.3	103.2	105.5	3.5	1.6	2.2	9.4	8.6	7.3
Workers, by region									
Northeast	98.3	104.4	106.1	2.4	2.7	1.6	8.5	8.8	7.9
South	98.0	102.8	105.7	3.3	.9	2.8	9.3	8.3	7.9
North Central	98.1	103.3	104.7	3.0	1.7	1.4	9.4	8.4	6.7
West	97.9	105.1	107.9	2.7	1.8	2.7	10.9	10.3	10.2
Workers, by area size									
Metropolitan areas	97.9	104.0	105.9	2.6	1.9	1.8	9.5	9.0	8.2
Other areas	98.3	103.1	106.0	3.3	1.3	2.8	9.1	8.4	7.8

[1] Excludes private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending												
	1979				1980				1981				1982
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]													
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0
Over life of contract[3]	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	8.4	8.3	6.2
Wage-rate adjustments in-													
All industries													
First year	7.0	7.9	7.6	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.5
Contracts with COLA clauses[4]	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.4
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.8	11.6
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.9	7.1	7.0	7.6	8.0	7.9	6.7
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	2.9
Contracts without COLA clauses	7.0	7.8	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.6
Manufacturing													
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.6	7.4	7.0	7.3	7.4	7.2	5.8
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	2.9
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.6	9.4
Over life of contracts[3]	6.8	7.7	5.8	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.9
Contracts with COLA clauses	5.6	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.8	2.3
Contracts without COLA clauses	7.6	8.1	8.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.1
Nonmanufacturing													
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.8	11.2	11.4	11.2	9.5
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1
Contracts without COLA clauses	7.5	8.4	8.8	8.8	9.0	10.7	11.7	12.1	11.9	12.7	12.3	12.1	12.1
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	8.4	8.2	8.3	8.3	8.6	9.4	8.8	7.3
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.8	3.1
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	10.0
Construction													
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.4
Contracts with COLA clauses	5.2	9.1	8.7	8.7	13.5	13.9	13.9		13.9	12.0	8.2	8.8	8.6
Contracts without COLA clauses	6.9	8.3	8.9	8.8	8.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.8
Over life of contract[3]	6.4	8.0	8.3	8.3	8.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.3
Contracts with COLA clauses	4.6	7.3	4.8	4.8	4.8	6.9	8.8	8.8	8.8	9.2	8.4	8.4	9.4
Contracts without COLA clauses	6.5	8.0	8.3	8.4	8.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.5

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[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost-of-Living Adjustment clause.

NOTE: Some of the previously published data for 1979 through 1981 are revised as a result of change in estimation procedures that improve rounding precision.

Table 15. Average percent changes in wages and compensation provided by major collective bargaining settlements[1] by year and by quarter

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982
							IV	I	II	III	IV	I	II	III	IV	I
Compensation adjustments:[2]																
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.5	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.8
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	8.3	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.1
Wage adjustments in—																
All industries:																
First year	6.4	7.8	7.6	7.4	9.5	9.8	6.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0	2.2
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.5	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	5.9	4.5	.1
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	7.6
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	7.9	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7	2.0
Contracts with COLA clauses	5.2	4.6	54.	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	2
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	7.0
Manufacturing:																
First year	8.9	8.4	8.3	6.9	7.4	7.2	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6	1.9
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.0	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	5.9	4.5	.1
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	7.6
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.1	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4	1.8
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	.2
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	7.0
Nonmanufacturing:																
First year	7.7	7.4	7.4	8.0	10.9	11.2	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	2.4
Contracts with COLA clauses	8.1	7.9	6.5	7.0	9.7	8.9	6.3	8.7	11.6	9.8	5.8	8.2	8.5	3.0	9.8	.7
Contracts without COLA clauses	7.4	7.0	7.9	8.8	12.2	13.5	8.4	10.5	11.5	13.3	12.3	8.6	13.1	12.2	9.2	8.2
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.0
Contracts without COLA clauses	7.0	6.6	6.9	8.0	10.8	9.9	7.3	9.0	10.3	11.8	10.6	8.0	10.7	9.5	8.5	7.7
Construction:																
First year	6.1	6.3	6.5	8.8	13.6	13.5	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4	9.3
Contracts with COLA clauses	7.3	8.2	-	8.7	13.9	8.8	-	-	13.8	13.9	-	16.5	8.6	8.5	-	-
Contracts without COLA clauses	6.1	6.0	-	8.8	13.6	13.9	7.5	10.8	12.1	15.9	14.3	11.2	13.5	16.5	11.3	9.3
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9
Contracts with COLA clauses	6.0	7.3	-	4.8	8.8	8.4	-	-	7.2	9.6	-	8.7	8.4	8.7	-	-
Contracts without COLA clauses	6.2	6.1	-	8.4	12.0	11.6	7.6	9.1	10.8	14.1	12.0	10.4	11.5	12.4	11.7	8.9

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[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

Table 16. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average									
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982
							IV	I	II	III	IV	I	II	III	IV	I
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	0.9
Adjustments resulting from—																
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.1
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.5
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6	.2
Total in—																
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.8
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.1
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.8
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.2	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.9
Services	5.7	6.7	8.8	7.0	8.1	9.6	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.4

[1] Data relate to private nonfarm industry agreements covering 1,000 production and related workers or more in manufacturing and 1,000 nonsupervisory workers or more in nonmanufacturing industries.

NOTE Because of rounding and compounding, sums of individual items may not equal totals.

p = prelimnary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	July 81	10.1	9.9	10.7	9.9	9.6
Northeast	July 81	9.7	9.5	9.8	9.4	9.2
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 81	9.5	10.3	8.0	8.5	9.0
Northeast Pennsylvania	August 81	9.1	8.2	10.8	7.9	9.3
Paterson-Clifton-Passiac	April 82	9.1	9.4	9.2	9.6	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	June 81	–	–	–	–	–
Poughkeepsie-Kingston-Newcurgh	June 81	11.0	–	14.5	8.2	5.1
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 82	8.6	9.1	6.9	10.2	8.2
York	February 82	9.2	10.0	8.3	10.4	8.8
South	July 81	10.2	10.4	12.0	10.0	9.3
Atlanta	May 82	8.7	8.6	6.4	7.5	5.0
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 81	9.8	10.9	9.9	10.1	7.1
Houston	May 82	9.9	11.1	9.8	9.3	3.8
Huntsville	February 82	7.0	–	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 81	10.2	10.3	11.8	13.1	11.0
San Antonio	May 82	8.4	9.6	–	–	4.1
Washington	March 82	8.7	9.5	–	7.6	4.1
North Central	July 81	10.1	9.6	10.6	10.0	10.0
Chicago	March 81	8.9	9.1	11.2	7.8	6.8
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 82	10.2	9.3	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 82	9.3	9.7	9.6	8.1	6.1
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	6.2
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 82	7.2	6.4	8.2	5.6	5.2
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	July 81	10.6	10.5	11.1	10.3	9.7
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 81	12.2	–	–	8.7	9.3
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.6	10.2	9.9
Portland	June 81	9.9	7.7	–	11.5	11.6
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.6
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Employment Cost Index
March 1982

The Employment Cost Index (ECI), measuring changes in compensation rates for workers in the civilian economy, rose 1.7 percent in the 3 months ended in March 1982. Compensation includes wages, salaries, and employer costs for employee benefits. The ECI for wages and salaries alone increased 1.8 percent. These exclude farm, private household, and Federal employees. Index numbers for both measures rose to 106.3 (June 1981 = 100). (See tables 9-13, pp. 56-59 for the statistical information discussed in this article.)

In the private nonfarm sector, a slowdown in employer cost increases for both compensation and wages was evident. Increases in employer costs for compensation and wages were lower for almost all worker groups for the 3 months ended in March 1982 than in the same quarter in 1981. Compensation costs rose 1.7 percent for the first quarter 1982, substantially less than the 3.6 percent increase for the first quarter a year earlier; wages advanced 2.0 percent compared with 2.7 percent in the first quarter 1981.

Reflecting a deceleration in compensation cost and wage increases that began in the second quarter, 12-month changes declined sharply. For private nonfarm workers, the 12-month change in compensation costs was 7.8 percent in March 1982, down from 10.7 percent for the 12 months ended in March 1981. Corresponding increases for wages were 8.1 and 9.3 percent.

For private nonfarm workers, employer costs for compensation rose less than wages during the first quarter of 1982, in contrast to the first quarters of 1980 and 1981 when compensation rose more than wages. Changes in social security costs had a smaller effect on the overall compensation change this year than in previous years. A rise in January 1981 in both the tax rate for social security and the salary ceiling to which the tax rate applies accounted for 0.5 percentage point of the first quarter 1981 compensation increase. The tax rate and salary ceiling increases this year were smaller and accounted for only 0.1 percent point of the first-quarter rise.

Rates of change in employer compensation costs for white-collar workers, in particular, were markedly lower than those for wages, 1.7 versus 2.2 percent, respectively. Costs for benefits, such as nonproduction bonuses, savings and thrift, and pension plans declined. These benefits make up a larger portion of costs for white-collar workers' compensation than they do of blue-collar or service workers' compensation.

Costs for service workers' compensation also increased less than wages, 3.5 percent compared with 3.9 percent. Compensation and wage advances for blue-collar workers, however, were similar 1.5 and 1.4 percent, respectively. The cost of blue-collar compensation for the first quarter 1982 increased considerably less than in the same quarter in 1981 when it registered 3.0 percent.

The nonunion sector, where costs for compensation rose 1.7 percent compared with 2.3 percent for wages alone, reflected the deceleration of benefit cost increases for white-collar workers. Nonunion workers in manufacturing and nonmanufacturing industries showed similar differences between compensation and wage increases. In the manufacturing sector, benefit cuts for white-collar workers in the automobile industry slowed the compensation advance. In the nonmanufacturing sector, lower compensation changes were seen mainly among workers in service industries.

Compensation costs for union workers increased 1.6 percent in March 1982 compared with 3.1 percent a year earlier. Costs for pension plans as well as legally required benefits rose at a slower pace in the first quarter of 1982 than in the first quarter of 1981.

For both union and nonunion workers, changes in compensation costs declined sharply for the 12 months ended in March 1982. In the union sector, compensation increased 9.1 percent for the 12 months ended in March 1982, compared with 11.8 percent for the 12 months ended in March 1981. Corresponding increases for nonunion workers were 7.0 and 10.2 percent.

Following the pattern of recent years, nonunion wages rose more than union wages during the first quarter, 2.3 percent compared with 1.4 percent. This occurred even though the Federal minimum wage did not rise in January 1982 as it did in earlier years. Wages of nonunion workers are more likely to be affected by changes in the Federal minimum wage.

Beginning with this article, compensation change data, as well as wage and salary indexes, are available for workers by bargaining status and by area size. (See table 12.)

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981						1982					
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Major bargaining settlements			X			X				X		X
State and local government settlements		X			X				X			
Employment Cost Index quarterly article	X			X			X			X		
Employment Cost Index historical table											X	
Other articles									X[1]			
Index to wage and benefit changes in preceding year								X				

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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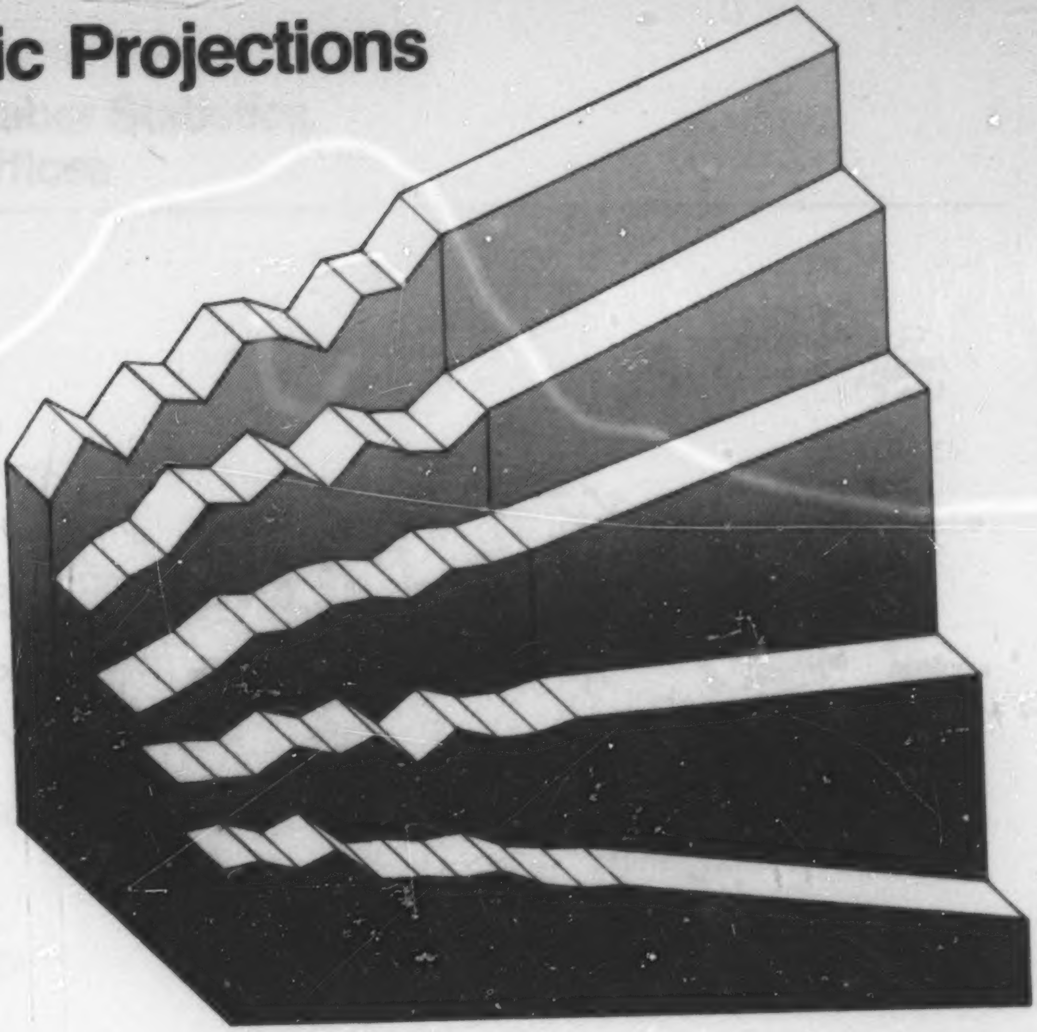

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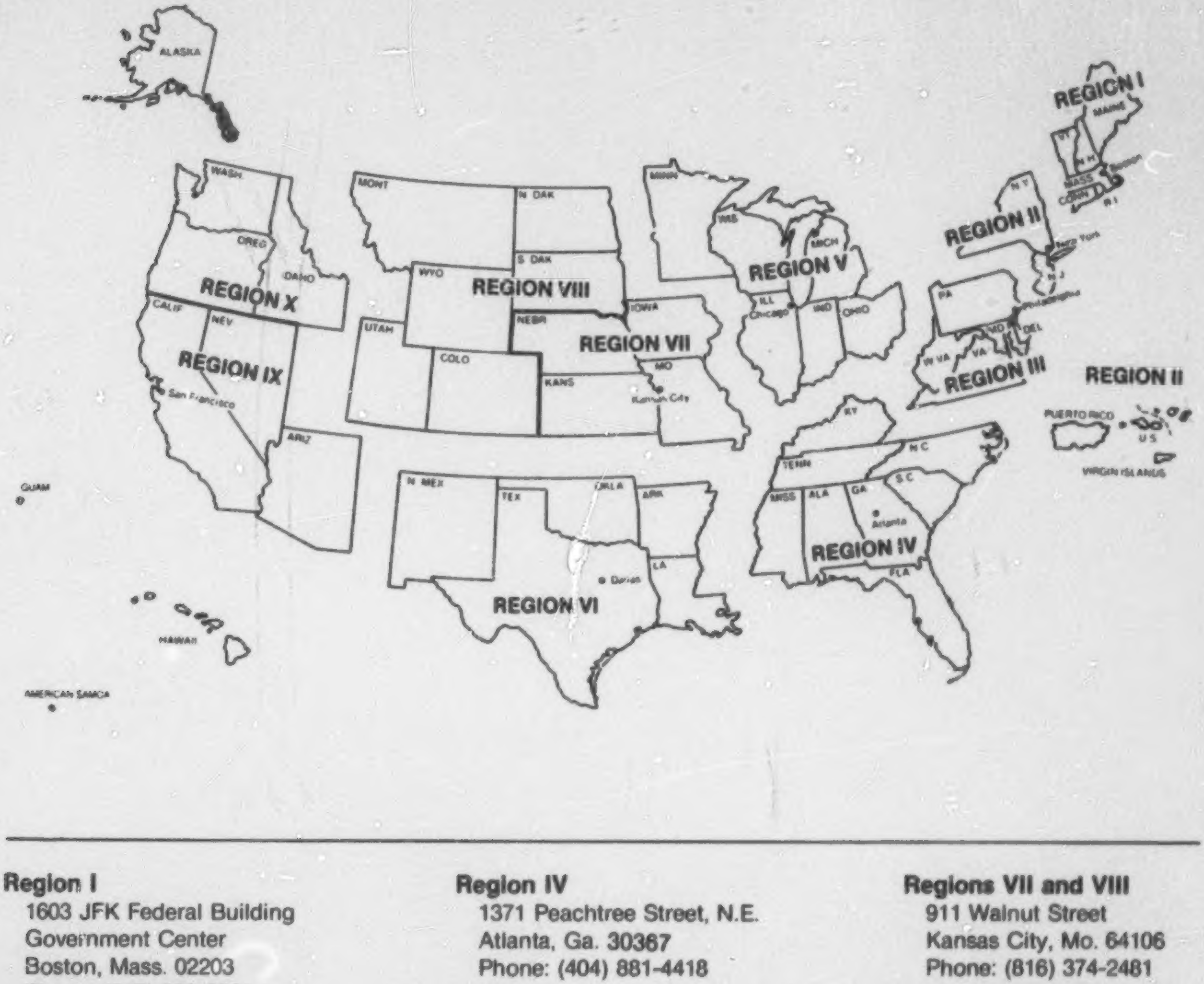

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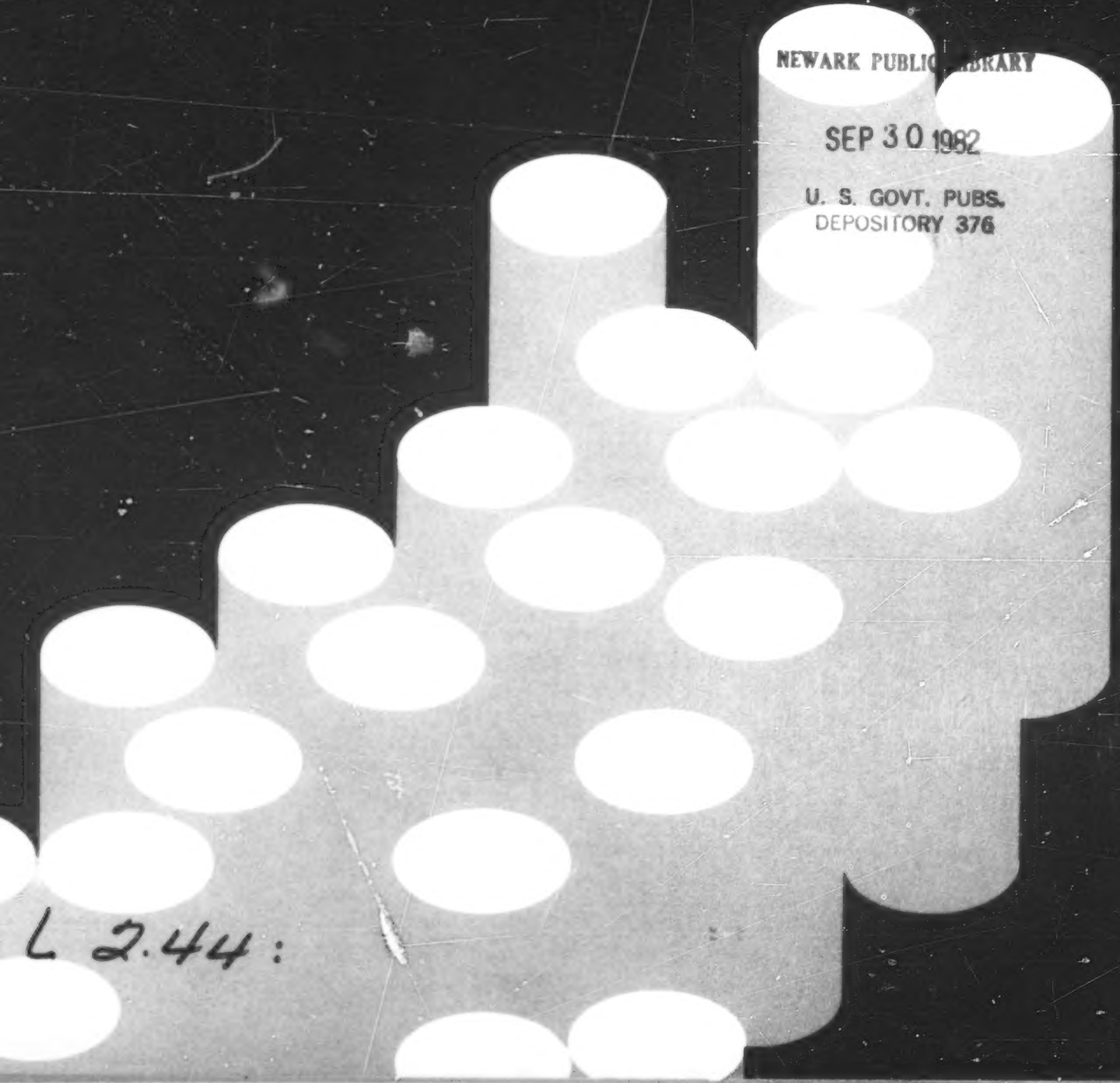
CURRENT WAGE DEVELOPMENTS

Includes Data for July 1982

U.S. Department of Labor
Bureau of Labor Statistics
August 1982



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Current Wage Developments

August 1982, Volume 34 Number 8

Editors: George Ruben, Olivia G. Amiss

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Raymond J. Donovan, Secretary

BUREAU OF LABOR STATISTICS
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Office of Wages and Industrial Relations
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A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Controlled circulation rate paid at Laurel, Md.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

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Wage Highlights

General Electric accord. After 2 months for negotiations, the General Electric Co. and 13 unions settled on 3-year contracts that featured improved job security provisions for the 100,000 workers. The breakthrough in the negotiations came on June 27, when the two unions that bargain with GE on a "national" basis—the International Union of Electrical Workers (representing 65,000 workers) and the United Electrical, Radio, and Machine Workers (13,000 workers)—settled. In the following days, the 11 other member unions of the Coordinated Bargaining Committee settled on the same terms. Six of the unions had initiated the committee in 1965 to strengthen their bargaining position with GE and with Westinghouse Electric Corp. (See "Collective Bargaining in the Electrical Machinery, Equipment, and Supplies Industry," *Current Wage Developments,* March 1982, pp. 42-44).

One of the job security provisions specifies that workers shifted to lower-rated jobs because of the transfer of work or the introduction of robots or automated manufacturing machines will be guaranteed their former pay rate for 26 weeks. Among other job-security provisions—which are separate from the existing Income Extension Aid Program that applies only to laid-off workers:

- GE agreed to give 6 months' notice of plant closings or transfers of work and 60 days' notice before introduction of robots or automated manufacturing machines.
- The lump-sum severance payment for 15-year workers affected by plant closings was increased from 1 week to 2 weeks' pay for each year of service. For other employees with at least 2 years' service, the payment was set at 1.5 weeks' pay for each year, with a minimum of 4 weeks' pay.
- A liberalized table of age and service requirements made more terminated employees eligible for continuing monthly income instead of severance pay until they are reemployed or reach optional retirement age. Under the revised table, eligibility ranges from employees age 50 with 25 years' service to those who are age 55 with 10 years' of service. The benefits equal 2 percent of monthly pay multiplied by years of service, up to a maximum of 50 percent of current pay.
- Employees at least 50 years of age with at least 25 years of service who are affected by plant closings will not have their pensions actuarily reduced. Instead, their benefits will be calculated as if they are age 60 with the same amount of service. They will also receive a supplement of up to $175 a month until age 62.
- Employees with at least 7 years' service who are affected by closings will have vested pension rights.
- Displaced workers will receive job placement assistance and up to $1,800 for education and retraining.
- Employees who are at least age 50 with at least 25 years' service who are affected by plant closings will continue to be covered by company financed medical and life insurance until they are 65 or find another job. Dependents also will be eligible for insurance continuation, if they continue to make their contribution toward the premium cost.

The accord called for a June 28, 1982 general pay increase of 7 percent plus a special "decompression" pay adjustment of 2 cents an hour for employees earning $8.35-$8.49 an hour, 4 cents for those earning $8.50-$8.64, 6 cents for those earning $8.65-$8.79, and so forth. The parties indicated that the special pay adjustment for higher skilled workers and provision of the percentage general increase (rather than a flat cents per hour increase of equal cost) was done to relieve a compression of the pay rate structure.

All of the workers will receive 3 percent specified pay increases on June 27, 1983 and June 25, 1984. The provision for automatic semiannual cost-of-living pay adjustments was modified to provide for pay increases of 1 cent an hour for each 0.175 percent rise in the BLS Consumer Price Index for Urban Wage Earners and Clerical Workers, beginning June 27, 1983. The first adjustment during the agreement term (on December 27, 1982) will be calculated at the previous rate of 1 cent for each 0.2-percent movement in the Index.

The parties said that specified and cost-of-living pay adjustments will average a total of $2.10 an hour, or 23.3 percent over the agreement term, based on their assumption that the price index will rise 6 percent a year.

There were a number of improvements in the pension plan. Under the formula that applies to most retiring workers, benefit rates were raised to $12-$17.50 a month varying according to preretirement average annual earnings, for each year of service, effective July 1, 1982, and to $14-$19.50 on January 1, 1984. The previous range was $10-$15. Comparable changes also were made in the alternate formula. Beginning in 1983, the employees' contribution toward their pension will be 3 percent of that portion of their annual earnings in excess of $12,000, instead of $9,000.

Other improvements included 5 weeks of vacation after 20 instead of 25 years of service (maximum time off remained at 6 weeks after 30 years); $500,000 instead of $350,000 catastrophic medical coverage; $30,000 instead of $20,000 minimum life insurance; and $225 instead of $200 maximum sickness and accident benefits for disabilities starting in 1983.

Negotiations were continuing at Westinghouse, where contracts in recent years have usually been patterned after GE agreements. The Westinghouse negotiations involve more than 50,000 workers.

Teamsters, UPS settle. Nearly 85,000 Teamsters members were covered by an agreement with United Parcel Service that does not provide for any specified wage increases over its 37-month term which ends on June 1, 1985. This was similar to the union's settlement with the general trucking industry. (See *Current Wage Developments,* March 1982, p. 3).

The UPS settlement also followed the lead of the earlier agreement in changing from semiannual to annual cost-of-living adjustments calculated at the existing rate of 1 cent an hour for each 0.3-point movement in the Consumer Price Index for Urban Wage Earners and Clerical Workers (1967 = 100). Both settlements provided for part or all of the cost-of-living adjustments to be diverted toward meeting the cost of maintaining existing levels of pension and insurance benefits. However, there was no diversion from the 72 cents May 1, 1982 adjustment for UPS workers, in contrast to the general freight workers, whose April 1 adjustment was reduced by 25 cents an hour, to 47 cents.

One major provision in the UPS agreement calls for part-time workers hired in the future to be paid at lower rates. Their new national rates will be $8 an hour for unskilled workers, who load and unload trucks, and $9 for skilled workers, who sort parcels. All of the company's drivers are full time.

These reduced rates, and the lack of specified wage increases, drew strong criticism from Teamsters for a Democratic Union, a dissident group that has been contesting the union's leadership in recent years. The organization claimed that the pay freeze was not warranted because UPS was operating at a profit, unlike many freight companies, and that the special pay rates would induce UPS to increase its percentage of part-time workers. Despite this criticism, the vote tally was 33,072 to 29,788 in favor of the contract; a two-thirds negative vote was needed for rejection.

A paid holiday also was added, bringing the total to 10 to 15, varying by region. The new agreement was only the second negotiated on a national basis; previously agreements were negotiated regionally.

Warehouse workers agree. In Northern California, the Teamsters and International Longshoremen's and Warehousemen's unions settled jointly with two warehouse associations on 3-year contracts for 5,000 workers. The settlement with the Industrial Employers and Distributors Association and the San Francisco Employers Council also had a wider impact, as the two unions then won similar terms for 15,000 other warehouse workers.

Wages will be increased by 32 cents an hour in December 1982 and 24 cents in June of 1983 and 1984, bringing the contract minimum wage rate to $11.59 an hour. The cost-of-living clause, which was not changed, provides for possible pay adjustments in June of 1983 and 1984, each equal to 1 cent an hour for each 0.3-point rise in the Consumer Price Index for All Urban Consumers (1967 = 100) in excess of 7.2 index points during the preceding 12 months, with no credit toward the adjustments for any rise in excess of 11 percent. The parties estimated that the resulting adjustments will total 89 cents, based on their assumption that the index will rise at a rate of 7 percent a year. Both contracts provided for a 37-cents-an-hour increase in employer financing of benefit improvements, which differed.

Utility agreement features "lifetime" security. More than 3,500 employees of the Potomac Electric Power Co., in Maryland, Virginia, West Virginia, and the District of Columbia were covered by a settlement negotiated by the International Brotherhood of Electrical Workers that called for pay increases of 9-, 8-, and 8-percent in June of 1982, 1983, and 1984, respectively. The 3-year accord also provides "lifetime job and pay security" to employees with 12½ years of seniority, according to the union. The union said this meant that eligible employees "cannot be furloughed or reduced in pay due to lack of work (or to) plant closings, reorganizations, automation, etc." In return, the workers agreed to changes in "duration and responsibilities" provisions to improve operating efficiency.

A company source said the changes in duties and responsibilities provisions permit Pepco to make changes in job content without union approval. These provisions are subject to review after a 2-year trial period.

Other contract terms include—

- A 3.3 percent special pay increase to 1,500 workers whose job content had been increased in the past without a commensurate pay increase. This special adjustment was in exchange for ending all of the grievances employees had filed because of the job content changes.

- A new absence and sick leave program designed to reward workers with good attendance and penalize those with poor records.

- Establishment of a company financed dental care plan.

- Elimination of the provision for an automatic cost-of-living adjustment. (The adjustment under the prior contract was 20 cents effective March 1, 1982.)

Maritime pay rollback. More than 7,000 licensed marine officers agreed to roll back a June pay increase of 7.5 percent in response to a request from the Regan Administration. Jesse Calhoun, president of the Marine Engineers Beneficial Association, said members of his union accepted the cut to aid the Administration's efforts "to develop an affirmative and much need maritime program."

Secretary of Transportation Drew Lewis called the vote "a positive and important step in advancing President Reagan's commitment to restore the American Merchant Marine to a prominent and more competitive position."

Two unions of unlicensed seamen, the Seafarers International Union and the National Maritime Union, rejected the request, saying that their labor contracts "are by no means out of line with the economic realities of the maritime industry, or the nation as a whole."

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Seagram Distilleries Various locations Distillery Workers—1,400	$1.05 8/1/82	Deferred increase negotiated 8/81 (CWD Oct. 1981).
New York/New Jersey Bakery Employers New York and New Jersey Bakery, Confectionery and Tobacco Workers—2,450	76 cents 8/1/82	Deferred increase negotiated 8/81 (CWD Nov. 1981).
Chicago Midwest Meat Assn. Chicago, Ill. Food and Commercial Workers —3,000	See next column 5/1/82	3-year agreement negotiated 5/82 provided: freeze on wages over term of agreement; cost-of-living clause continued to provide 1 cent for each 0.3-movement in the BLS-CPI-W (1967 = 100) with maximum 60 cents over the life of contract distributed among five adjustments—10 cents maximum 7/1/82, 7/1/83 and 1/1/84, and 15 cents maximum 7/1/84 and 1/1/85; see CWD May 1981.
Bay Area Soft Drink Bottlers Assn. San Francisco, San Mateo, and Alameda counties, Calif. Teamsters (Ind.)—1,200	75 cents 8/82	Deferred increase negotiated 8/81 (CWD Feb. 1982).
Winery Employers Assn. Fresno and Modesto, Calif. Distillery Workers—2,000	7 percent 8/1/82	Deferred increase negotiated 8/80 (CWD Dec. 1980); see CWD Dec. 1981.
Campbell Soup Co. Sacramento, Calif. Teamsters (Ind.)—1,400	65 cents 5/3/82	3-year agreement negotiated 5/82 also provided: 6.7 percent 2d year and 5.7 percent 3d year; see CWD Apr. 1981.
APPAREL AND OTHER TEXTILE PRODUCTS		
New England Sportswear Mfrs., Assn. Boston, Mass., and vicinity Ladies' Garment Workers —1,500	See next column 8/82	3-year agreement negotiated 5/82 provided: 6.25 percent wage increase on 12/1/82 and 6/1/83, and 7 percent on 7/1/84; 12th paid holiday; cost-of-living provision established providing 5 cents adjustments for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, with a 25 cents maximum; see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS—Continued		
New England Apparel Manufacturers Assn., Inc. Fall River and New Bedford, Mass. Ladies' Garment Workers —1,500	See next column 8/82	Same terms as New England Sportswear Mfrs. listed above; see CWD Oct. 1981.
New England Clothing and Rainwear Manufacturers Assn. Boston, Mass., area Ladies' Garment Workers —2.000	See next column 8/82	Same terms as New England Sportswear Mfrs. listed above; see CWD Oct. 1981.
National Skirt and Sportswear Assn., Inc. New York, N.Y., area Ladies' Garment Workers —15,00	See next column 8/82	3-year agreement negotiated in 5/82 also provided: 35 cents an hour wage increases on 12/1/82 and 6/1/83 and 40 cents on 7/1/84; cost-of-living provision established providing 5 cents adjustment for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, effective 2/1/84, with a 25 cent maximum; 8.675 percent company payment to health and welfare, effective 12/1/82 (was 8.175) increasing to 9.175 on 12/1/83; see CWD Oct. 1981.
National Women's Neckwear and Scarf Assn., Inc. New York, N.Y., area Ladies' Garment Workers —1,000	See next column 8/82	Same terms as National Skirt listed above; see CWD Oct. 1981.
National Assn. of Blouse Mfrs., Inc. Various locations Ladies' Garment Workers —3,000	See next column 8/82	Same terms as Greater Blouse listed above; see CWD Oct. 1981.
New York Coat and Suit Assn., American Cloak and Suit Manufacturers Assn. Various locations Ladies' Garment Workers	See next column 8/82	3-year agreement negotiated 5/82 also provided: 35 cents hour wage increases on 12/1/82 and 6/1/83 and 40 cents on 7/1/84; 12th paid holiday; cost-of-living provisions established providing 5 cents adjustment for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, effective 2/1/84 with a 25 cents maximum; see CWD Oct. 1981.
Juvenile Apparel Mfrs. Inc., Industrial Assn. Various locations Ladies' Garment Workers —6,000	See next column 8/82	Same terms as New York Coat and Suit Assn. listed above; see CWD Oct. 1981.
Affiliated Dress Mfrs. Inc. Various locations Ladies' Garment Workers —50,000	See next column 8/82	3-year agreement negotiated 5/82 also provided: 35 cents hour wage increases on 12/1/82 and 6/1/83 and 40 cents an hour on 7/1/84; cost-of-living provision established providing 5 cents adjustment for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, effective 2/1/84, with a 25 cents maximum; see CWD Oct. 1981.
Association of Garment Contractors Boston, Mass., and vicinity Ladies' Garment Workers —4,000	See next column 8/82	Same terms as Affiliated Dress Mfrs. listed above; see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS—Continued		
Association of Rain Apparel Contractors, Inc. New York, N.Y. Ladies' Garment Workers —3,800	See next column 8/82	Same terms as Affiliated Dress Mfrs. listed above; see CWD Oct. 1981.
Infants' and Children's Coat Assn. New York, N.Y. Ladies' Garment Workers —3,000	See next column 8/82	Same terms as Affiliated Dress Mfrs. listed above; see CWD Oct. 1981.
New Jersey Apparel Contractors Assn., Inc. New Jersey Ladies' Garment Workers —3,000	See next column 8/82	Same terms as Affiliated Dress Mfrs. listed above; see CWD Oct. 1981.
Knit Manufacturers of New Jersey Northern New Jersey Ladies' Garment Workers —3,000	See next column 8/82	Same terms as Affiliated Dress Mfrs. listed above; see CWD Oct. 1981.
United Knitwear Manufacturers League New York, N.Y. Ladies' Garment Workers —3,600	See next column	3-year agreement negotiated 6/7/82 provided: 30 cents an hour wage increase on 12/1/82, 15 cents 6/1/83, 10 cents 9/1/83 and 30 cents 7/1/84; 10th paid holiday, day after Thanksgiving; effective in 1984; cost-of-living provision established providing 5 cents adjustment for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, with a 25 cents maximum; see CWD Oct. 1981.
Philadelphia Apparel Producers Assn. Philadelphia, Pa., area Ladies' Garment Workers —5,000	See next column	3-year agreement negotiated 5/82 provided: 6.25 percent 12/1/82 and 6/1/83 and 7 percent 12/1/84; 12th paid holiday; cost-of-living provision established providing 5 cents adjustment for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83 effective 2/1/84, with a 25 cents maximum; established 2 days of bereavement leave with pay; see CWD Oct. 1981.
FURNITURE AND FIXTURES		
Kroehler Manufacturing Co. National Upholsterers—1,100	16 cents 8/1/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
Southern California Assn. of Cabinet Manufacturers 11 Southern California counties Carpenters and Joiners—1,600	$1 8/1/82	Deferred increase negotiated 8/80; see CWD Aug. 1981.
Store Fixture and Architectural Woodwork Institute of Los Angeles and Orange Counties Los Angeles and Orange counties, Calif. Carpenters and Joiners—1,600	11 cents 7/1/82	Automatic semiannual cost-of-living adjustment; see CWD Feb. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS		
Weyerhaeuser Co. Plymouth, N.C. Paperworkers—1,600	8 percent 8/1/82	Deferred increase negotiated 8/80 (CWD Oct. 1980); see CWD Aug. 1981.
Kimberly-Clark Co. Memphis, Tenn. Paperworkers—1,000	8 percent 8/1/82	Deferred increase negotiated 9/80; see CWD Aug. 1981.
Crown Zellerbach Corp. Bogalusa, La. Paperworkers—900	8 percent 8/1/82	Deferred increase negotiated 3/6/81; see CWD Aug. 1981.
Hammermill Paper Co. Erie, Pa. Paperworkers—1,300	7 percent 6/10/82	2-year agreement negotiated 6/82 also provided: 6 percent on 6/10/83; $11.50 month pension for each year of credited service (was $11) increasing to $12 month in 2d year; $130 week sickness and accident benefit (was $120), increasing to $135 in 2d year; $12,500 life insurance and accidental death and dismemberment benefit (was $12,000); see CWD Aug. 1981.
James River Corp. (formerly American Can Co.) Green Bay, Wis. Paperworkers—1,000	8 percent 5/1/82	2-year agreement negotiated 6/18/82 also provided: 7 percent on 5/1/83; see CWD May 1981.
CHEMICALS AND ALLIED PRODUCTS		
American Cyanamid Co., Lederle Laboratories Div. Pearl River, N.Y. Chemical Workers—1,455	10 percent 1/82	2-year agreement negotiated 1/82 also provided: 8 percent general wage increase 1/83; $100,000 maximum major medical benefit for employees retiring at age 65 or where age and service years total 65 (was $20,000); improved pension formula; funeral leave clause changed to provide up to 3 days off for death of sons and daughters-in-law; $2.50 meal allowance (was $1.50); and $40 per year safety shoe allowance (was $24); see CWD Jan. 1981.
Allied Chemical Corp., Indus- Industrial Chemicals Div. Solvay and Tully, N.Y. Steelworkers—1,100	30 cents 6/15/82	3-year agreement negotiated 6/12 also provided: 30 cents wage increases on 6/13/83 and 6/13/84 (4 cents of the 6/13/82 wage increases is paid to a health fund for retirees); quarterly cost-of-living clause continued, providing adjustments of 1 cent for each .42-point change in the BLS-CPI-W (1967 = 100); established a merit plan enabling some workers to obtain a 20 cent wage increase during the next two years; established a 25 cent per hour differential for workers who remain with selected machine operations for at least 2 years; 27 cents 2d (was 25) and 54 cents 3d (was 50) shift differentials beginning 6/13/83, increasing to 30 and 60 cents on 6/13/84; $13,000 noncontributory life insurance on 6/13/82 (was $12,000), rising to $14,000 on 6/13/83, and $15,000 on 6/13/84; $160 weekly disability benefit (was $140) on 6/13/82, rising to $180 on 6/13/83, and $200 on 6/13/84; $200 major medical deductible (was $300) per year, 6 month coverage for laid-off workers (was 5 months); 5 days funeral leave (was 4) for the children, spouse and parents of the employee; $175 severance pay for each year of service to 30; see CWD June 1981.
E. R. Squibb and Sons, Inc. New Brunswick, N.J. Oil, Chemical and Atomic Workers—1,600	7 percent 4/82	3-year agreement negotiated 4/82 also provided: 7 percent wage increase in 5/83 and 5/84; quarterly cost-of-living clause continued, providing for adjustments of 1 cent for each 0.4-point rise in the CPI-W (1957-59 = 100) up to a maximum 10 cents per year; $17.50 month pension per year of credited service in 5/82 (was $14); established lifetime dental benefits for retirees and their spouses, expanded medical benefit eligibility for spouse of retiree to lifetime coverage (was limited to 1 year after death of retiree); improved health benefit schedules, including $500,000 major medical benefit (was $250,000); see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CHEMICALS AND ALLIED PRODUCTS—Continued		
Union Carbide Corp., Gaseous Diffusion Div. Oak Ridge, Tenn. Oil, Chemical and Atomic Workers—1,900	10.5 percent 10/14/81	3-year agreement negotiated 10/81 also provided: a 9 percent wage increase on 10/14/82; contract reopener on wages on 10/14/83; 25 cents (was 20 cents) and 50 cents (was 30 cents) 2d and 3d shift wage differentials; 11th paid holiday—companion day to Independence Day; 50 cents (was 35 cents) differential for work on Sunday; see CWD Oct. 1980.
Union Carbide Corp. Texas City, Tex. Metal Trades Council—1,600	9 percent 4/82	2-year agreement negotiated 4/82 also provided: wage reopening provision on 4/1/83; $5 day meal allowance (was $4.50) effective 4/1/82, increasing to $5.50 on 4/1/83; $90 year clothing allowance (was $60) effective 4/1/82; see CWD Aug. 1981.
PETROLEUM AND COAL PRODUCTS		
Exxon Co., U.S.A. (a division of Exxon Corp. Baton Rouge, La. Baton Rouge Oil and Chemical Workers (Ind.)—2,400	9 percent 4/1/82	2-year agreement negotiated 6/82 also provided: 90 cents hour wage increase effective 4/1/83; other terms similar to Gulf Oil Corp.—Oil, Chemical, and Atomic Workers settlement (CWD May 1982); see CWD Apr. 1979.
Chevron U.S.A., Inc. California Petroleum and Industrial Workers (a unit of the Seafarers union)—1,650	9 percent 4/1/82	3-year agreement negotiated 4/82 also provided: 90 cents hour wage increase effective 4/1/83; wage reopener provision 4/1/84; other terms similar to 2-year agreement between Gulf Oil Corp.—Oil, Chemical, and Atomic Workers (CWD May 1982); first listing.
STONE, CLAY, AND GLASS PRODUCTS		
American Standard, Inc. Tiffin, Ohio; Trenton, N. J.; New Orleans, La.; and Plainfield, Ct. Pottery and Allied Workers—1,500	22 cents 6/1/82	3-year agreement negotiated 5/82 also provided: 20 cents general increase on 12/1/82, and 43 cents on 6/1/83 and 6/1/84; additional 8 cent wage increase in lieu of a cost-of-living adjustment; 45 cents premium for continuous employees' work on Saturday and Sunday (was 25 cents) on 6/1/84, increasing to 50 cents on 6/1/84; an average 2 cent [illegible]quity adjustment was paid beginning 6/1/82; maintenance rates were increa[illegible] by 30 cents at several plants as of 6/1/82; $50,000 major medical benefits for active employees on 6/1/84 (was $40,000), and $25,000 benefit for retirees (was $15,000) on 6/1/82; $125 week sickness and accident benefits at the New Orleans, Plainfield, and Tiffin plants (was $120) on 6/1/82, and $130 on 6/1/83; $750 year dental plan maximum effective 6/1/83 (was $500); $13.50 minimum monthly pension (was $12.75) per year of credited service on 6/1/82, $13.75 on 6/1/83, and $14.75 on 6/1/84; $130 month benefit for retirees at age 58 or later with 30 years' service (was $125) on 6/1/82, $135 on 6/1/83, and $140 on 6/1/84; no recent listing.
Owens-Corning Fiberglas Corp. Anderson, S.C. Glass Bottle Blowers—1,200	7.5 percent 4/28/82	3-year agreement negotiated 4/82 also provided: 7 percent wage increases on 4/28/83 and 4/28/84; continued quarterly cost-of-living clause provides for adjustments of 1 cent for each 0.5-point change in the CPI-W (1967 = 100) above 7 percent; 14 cents (was 12) 2d shift and 21 cents (was 18) 3d shift pay differentials beginning 4/28/82, increasing to 16 and 24 cents on 4/28/83; 11th paid holiday, New Year's Eve; improved funeral leave; see CWD June 1981.
PRIMARY METAL INDUSTRIES		
Lynchburg Foundry Co. Lynchburg and Radford, Va. Steelworkers—1,300	65 cents 5/1/82	2-year agreement negotiated 5/1/82 also provided: 65 cents on 5/1/83; 50 cents to pension fund on 1/1/83 and 1/1/84; see CWD May 1978.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS		
Martin Marietta Corp. Baltimore, Md.; Orlando, Fla.; and Denver, Colo. Automobile Workers—2,300	7 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents adjustment in 2/82; see CWD June 1981.
Jos. Schlitz Brewing Co., Container Div. Winston-Salem, N.C.; Tampa, Fla.; Oak Creek, Wis.; and Chatsworth, Calif. Steelworkers—1,000	5 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 7 cents adjustment in 2/82; see CWD Dec. 1981.
Century Brass Products, Inc. (previously Scovill Manufacturing Co.) Waterbury and New Milford, Conn. Automobile Workers—1,300	5 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 6 cents adjustment in 1/82; see CWD Nov. 1981.
The Stanley Works New Britain, Conn. Machinists—2,100	70 cents 5/82	3-year agreement negotiated 5/82 also provided: 50 cents wage increases on 5/9/83 and 5/7/84; $13,000 life insurance in 1984 (was $12,000); $140 week sickness and accident benefit (was $130) in 5/82, $150 in 5/83, and $160 in 5/84; $14 monthly pension per year of credited service for workers retiring on or after 6/1/82 (was $13), and $15 for those retiring on or after 6/1/83; see CWD June 1979.
Colt Industries, Firearms Division Hartford, Conn.	10.1 percent avg. 4/82	3-year agreement negotiated 4/82 also provided: an average wage increase of 8.7 percent on 4/1/83 and 9.4 percent on 4/1/84; "cost-of-living" increases of 10 cents on 10/1/83 and 10/1/84; classification adjustments for 9 job classes, ranging from 21 to 66 cents in 4/82; 55 cents (was 53) shift differential 4/82, increasing to 60 cents in 4/83, and 62 cents in 4/84; $11,000 life insurance (was $10,000) beginning 4/83, rising to $12,000 in 4/84; $135 week sickness and accident benefit (was $15) in 4/82, $150 in 4/83, and $160 in 4/84; $180 hospital room and board (was $130), in 4/82, rising to $205 in 4/83 and $230 in 4/84; $40,000 maximum major medical benefit (was $35,000) per year in 4/82, $45,000 in 4/83, and $50,000 in 4/84; dental plan established 10/1/82; $11 month pension per year of credited service (was $9.50) in 4/82, $11.50 in 4/83, and $12 in 4/84; increased current retirees monthly pension by 25 cents per year of service in 4/82 and 25 cents in 4/83; no recent listing.
Emhart Industries, Inc. Berlin, Conn. Machinists—1,150	60 cents 5/1/82	3-year agreement negotiated 4/28/82 also provided: 50 cents wage increases on 5/1/83 and 5/1/84; $13,000 life insurance (was $12,000) in 5/84; $140 week sickness and accident benefit $150 in 5/83, and $160 in 5/84; $90 year for doctor's home and office visits effective 5/82 (was $80); $13.50 month pension per year of credited service (was $12.50) in 5/82, changing to $14 in 5/83; $300 month disability retirement (was $200) in 5/83; no recent listing.
Wire and Metal Products Manufacturers Guild, Inc. New York, N.Y., area Teamsters (Ind.)—1,800	50 cents 10/81	3-year agreement negotiated 10/81 also provided: 40 cents wage increases on 10/1/82 and 10/1/83; annual cost-of-living clause continued, providing adjustments on 10/1/82 and 10/1/83 of 1 cent for each 0.4-point rise in the New York, N.Y.—Northwestern, N.J., area CPI-W (1967 = 100) if the adjustment calculated is greater than the 40-cent general wage increase; sick leave provision increased to 4 days (was 3) per year; see CWD Nov. 1980.
Foster Wheeler Energy Corp. Dansville, N.Y. Machinists—1,050	14 cents 7/82	Automatic semiannual cost-of-living adjustment; previously received 25 cents in 1/82; see CWD Aug. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Kelsey-Hayes, Heintz Div. Philadelphia, Pa. Automobile Workers—1,000	7 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 9 cents 2/82 with 3 cents diverted to finance health-SUB-pension and insurance benefits; no recent listing.
ITT Grinnell Corp. Columbia, Pa. Molders—1,000	80 cents 10/81	3-year agreement negotiated 10/81 also provided: 60 cents wage increases in 10/82 and 10/83; 4 weeks' paid vacation after 15 years' service (was 18 years); $10,000 life insurance and AD & D benefits (was $9,000) beginning 10/81, increasing to $11,000 in 10/83; $115 week sickness and accident benefit (was $105) starting 10/81, changing to $125 in 10/82; maximum payment for physicians' home or office visit increased to $15 (was $10); coverage for hospital room and board increased to 70 days (was 31); compensation for surgical procedures based on an 1,800 relative value schedule (was a 1400 schedule); payments for radiation therapy increased to $15 to $75 per visit (was $5 per visit up to $150 maximum); $150,000 maximum individual lifetime benefit (was $75,000 annual maximum); monthly pension based on $8 per year of credited service prior to 1/1/79 plus $10 for service between 1/1/79 and 1/1/84 plus $12 for each years' service after 1/1/84 (was $7 for years prior to 1/1/79 plus $10 for years after 1/1/79); eligibility for early retirement reduced to 10 years' service and age 55 (was age 60), benefits reduced by 1/80 for each of the first 60 months prior to age 65 and 1/360 for each additional month prior to age 65; eligibility requirements for disability retirements are met when an employees' years' of service plus age equal 55, assuming a minimum of 10 years' service (was a minimum of 10 years and age 60); a vested employee may begin receiving pension benefits at age 55 (was 60) beginning 1/1/84, benefits will be reduced by 1/180 for each of the first 60 months prior to normal retirement age and 1/360 for each additional month; see CWD Dec. 1980.
Fisher Controls Co. Marshalltown, Iowa Automobile Workers—1,700	9 cents 7/82	Automatic quarterly cost-of-living adjustment; previously received 6 cents adjustment in 4/82 and 10 cents in 1/82; see CWD Dec. 1981.
Atlas Crankshaft Corp. Fostoria, Ohio Automobile Workers—1,250	4 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Stanadyne, Inc., Chicago Div. Bellwood, Ill. Automobile Workers—1,000	5 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 7 cents adjustment in 1/82; see CWD Feb. 1982.
National Lock Div. of Keystone Consolidated Industries Rockford, Ill. Automobile Workers—1,200	8 cents 4/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 1/82; correction: 10/81 adjustment was 25 cents rather than 21 cents reported in Dec. 1981 CWD; see CWD Dec. 1981.
Olin Corp. East Alton, Ill Machinists—3,500	5 cents 6/7/82	Automatic quarterly cost-of-living adjustment; previously received 7 cents adjustment on 3/1/82 and 16 cents on 12/1/81; no recent listing.
Ladish Co. Cudahy, Wis. Machinists—1,800	3 percent 2/82	3-year agreement negotiated 4/82 also provided: 3 percent general wage changes in 2/83 and 2/84; quarterly cost-of-living clause continued providing for adjustments of 1 cent for each 0.5 point increase in the BLS-CPI-W (1957-59 = 100)—the first 9 cents of cost-of-living payments during the first year will be used to offset the cost of benefit improvements and the first 7 cents of cost-of-living payments during the 2d and 3d years will be used same way; 25 cents 2d shift premium and 30 cents 3d shift (was 25 cents) on 2/21/83; $150 week health and accident benefit 2/82 (was $140), $160 on 2/21/83, and $175 on 2/20/83; $17,500 life insurance and accidental death and dismemberment coverage (was $16,500) effective 2/22/82, rising to $18,000 on 2/21/83, $13 month pension per year of credited service (was $12) effective 2/22/82, and $14 effective 2/21/83; see CWD Feb. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Kohler Co. Kohler, Wis. Automobile Workers—3,500	10 cents 7/82	Automatic quarterly cost-of-living adjustment; previously received 5 cents adjustment in 4/82 (net amount after 2 cents diversion); see CWD Mar. 1982.
The West Bend Co. West Bend, Wis. Allied Industrial Workers —1,200	40-81 cents 12/7/81	2-year agreement negotiated 1/82 also provided: a wage increase ranging from 40-81 cents on 12/3/82; 11th paid holiday, the day after Christmas; 3 weeks' paid vacation after 16 years' (was 18) beginning in 1982 and 4 weeks' after 22 years (was 23) beginning in 1983; life insurance and accidental death and dismemberment increased by $250 for each year of service over 10 years until the age of 60 (was flat $6,000) beginning 1/1/82, at retirement or age 60 these benefits revert to $6,000; $119 per week sickness and accident benefit (was $112) beginning 1/1/82; through term of this contract a monthly pension benefit of $11.50 for each year of credited service will be paid each worker retiring after 12/31/81 (was $11.00), for those retiring after 6/30/83 the benefit will be $12.00 per year of service; no recent listing.
FMC Corp., Northern Ordnance Fridley, Minn. Automobile Workers—2,300	9 cents 7/82	Automatic quarterly cost-of-living adjustment; previously received 6 cents adjustment in 4/82 and 10 cents 1/82; see CWD Dec. 1981.
California Metal Trades Assn., Plate and Tank Div. (13 companies) and other area employers Northern California Boilermakers—2,000	3 cents 5/82	Automatic quarterly cost-of-living adjustment; previously received 5 cents adjustment 2/82; see CWD Dec. 1981.
Aluminum Co. of America Vernon, Calif. Automobile Workers—1,000	8 cents 6/1/82	Automatic quarterly cost-of-living adjustment; previously received 17 cents adjustment on 3/1/82; see CWD Feb. 1982—Primary Metal Industries.
United Metal Trades of Oregon and Vicinity Portland, Oreg., area Metal Trades Council (8 unions)—1,800	4 cents 6/82	Automatic quarterly cost-of-living adjustment; previously received 6 cents adjustment in 3/82; see CWD Feb. 1982.
MACHINERY, EXCEPT ELECTRICAL		
Worthington Corp. (subsidiary of McGraw Edison) Various locations Steelworkers—1,600	20 cents 8/16/82	Deferred increase negotiated 8/16/80; see CWD July 1982.
Buffalo Forge Co. Buffalo, Cheektowaga, and Tonawanda, N.Y. Steelworkers—900	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Dresser Industries, Dresser-Clark Div. Olean, N.Y. Steelworkers—1,200	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982
Morse Chain Co. Ithaca, N.Y. Machinists—1,050	5 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Joy Manufacturing Co. Franklin, Pa. Machinists—1,600	3 percent 8/2/82	Deferred increase negotiated 8/5/80; previously received 10 cents automatic quarterly cost-of-living adjustment on 7/1/82; see CWD May 1982.
Cameron Iron Works, Inc. Houston, Tex. Machinists—3,600	20 cents 8/4/82	Deferred increase negotiated 8/80; previously received 6 cents automatic quarterly cost-of-living adjustment effective 6/1/82 and 8 cents adjustment effective 3/1/82; see CWD Dec. 1981.
Hughes Tool Co., Oil Tool Div. Houston, Tex. Steelworkers—2,850	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Timken Co. Canton, Columbus, and Wooster, Ohio Steelworkers—10,000	15 cents 8/22/82	Deferred increase negotiated 7/16/80 (CWD Nov. 1980); see CWD Aug. 1981.
Copeland Corp. Sidney, Ohio Electrical Workers (IUE)—1,450	50 cents 6/7/82	3-year agreement negotiated 6/4/82 also provided: 30 cents in 6/83, 15 cents in 12/83, 25 cents in 6/84, and 15 cents in 12/84; increased skill and craft adjustments; $10.50 month (was $10) pension for each year of credited service, increasing to $11 in 2d year, and to $11.50 in 3d; $11,000 life insurance and accidental death and dismemberment benefit (was $9,000); $150,000 (was $100,000) maximum major medical insurance; $40,000 (was $25,000) maximum surgical insurance; $110 week (was $100) sickness and accident, increasing to $115 in 2d year, and to $120 in 3d; no recent listing.
Avco Corp., New Idea Div. Coldwater, Ohio Steelworkers—1,125	15 cents 7/1/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
Zenith Radio Corp. Chicago, Ill., area Independent Radionic Workers of America—1,700	7 cents 7/5/82	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1982.
Magic Chef, Inc., Admiral Div. Galesburg, Ill. Machinists—2,400	9 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1982.
Caterpillar Tractor Co. Joliet, Ill. Machinists—5,700	12 cents 7/16/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Sundstrand Corp. Rockford, Ill. Automobile Workers—1,300	5 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Clark Equipment Co., Industrial Truck Div. Battle Creek, Mich. Allied Industrial Workers—2,100	6 cents 7/5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Brunswick Corp., Mercury Marine Div. Fond du Lac, Wis. Machinists—2,250	10-40 cents 6/16/82	2-year agreement negotiated 7/7/82 also provided: 10-50 cents 6/16/83; $13 month (was $12) pension for each year of credited service; $13,000 (was $12,000) maximum life insurance, increasing to $14,000 in 3d year; $155 week (was $145 week) sick and accident benefit, increasing to $165 in 3d year; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Tecumseh Products Co., Lauson Engine Div. New Holstein, Wis. Machinists—2,000	9 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Colt Industries Inc., Fairbanks Morse Div. Beloit, Wis. Steelworkers—1,200	68 cents 8/16/82	Deferred increase negotiated 4/30/81 (CWD Nov. 1981).
Briggs & Stratton Corp. Milwaukee, Wis. Allied Industrial Workers —10,500	8 percent 8/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD Aug. 1981.
Rexnord Inc., Nordberg Machinery Group Milwaukee, Wis. Steelworkers—900	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
FMC Corp., Cable Crane and Excavator Div. Cedar Rapids, Iowa Automobile Workers—800	9 cents 7/6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Caterpillar Tractor Co. San Leandro, Calif. Machinists—1,400	9 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Washington Metal Trades, Inc. Seattle, Wash. Various unions—5,000	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Rockwell International Corp., Collins Divisions Various locations Electrical Workers (IBEW and IUE) and Machinists—8,900	3 cents 6/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Western Electric Co.; Inc. Various locations Communications Workers —16,800	See next column 8/10/82	Deferred increase negotiated 8/80 (CWD Sept. 1980)—no increase in starting pay steps, ranging to 3 percent for top progression steps; also received automatic annual cost-of-living adjustment of 1.375 cents plus .65 percent of the applicable job rate for each full percent increase in the BLS-CPI-W (1967 = 100) for May 1982 over May 1981; see CWD Sept. 1981.
Bell Telephone Laboratories, Inc., a subsidiary of American Telephone & Telegraph Co. New Jersey and Illinois Communications Workers —1,400	See next column 8/10/82	Deferred increase negotiated 8/80 (CWD Sept. 1980)—no increase in starting pay steps, ranging to 3 percent for top progression steps plus automatic annual cost-of-living adjustment of 55 cents plus .65 percent of the applicable individual job rate for each full percent increase in the BLS-CPI-W for May 1982 over May 1981; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Leviton Mfg. Co., Inc. Brooklyn, Melville, Maspeth, and Little Neck, N.Y. Electrical Workers (IBEW) —1,500	30 cents 8/2/82	Deferred increase negotiated 7/81 (CWD Nov. 1981); see CWD Aug. 1980.
McGraw-Edison Co., Power Systems Group Canonsburg, Pa. Steelworkers—2,000	18 cents 8/9/82	Deferred increase negotiated 8/80 (CWD Aug. 1981).
Bendix Corp., Autolite Div. of Fram Corp. Fostoria, Ohio Automobile Workers—1,650	7 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
CTS Corp. Elkhart, Ind. Automobile Workers—900	7 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Whirlpool Corp. St. Paul, Minn. Teamsters (Ind.)—1,600	9 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
TRANSPORTATION EQUIPMENT		
Bethlehem Steel Corp. Baltimore and Sparrows Point, Md., Hoboken, N.J. and East Boston, Mass. Marine and Shipbuilders—5,000	11 cents	Guaranteed cost-of-living adjustment; see CWD May 1982.
Beech Aircraft Corp. Wichita, Liberal and Salina, Kans.; and Boulder, Colo. Machinists—6,600	45 cents	Deferred increase negotiated 8/81 (CWD Mar. 1982); see CWD July 1982.
Howmet Corp. Whitehall, Mich. Automobile Workers—1,600	10 cents 7/5/82	Automatic quarterly cost-of-living adjustment; previously received cost-of-living adjustments were 17 cents 7/6/81, 23 cents 10/5/81, 11 cents 1/4/82 and 6 cents 4/5/82; 3-year agreement also provided 20 cents general wage increases on 6/1/82 and 6/1/83; see CWD May 1981.
A.O. Smith Corp. Milwaukee, Wis. Smith Steel Workers—2,600	24 cents 8/1/82	Deferred 8/80 (CWD Nov. 1980) previously received 7 cents automatic quarterly cost-of-living adjustment in 5/82; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
		NONMANUFACTURING
MINING		
Iron ore mining companies Various locations Steelworkers—16,000	15 cents 8/1/82	Deferred increase negotiated 11/80 (CWD Nov. 1981); see CWD May 1982.
White Pine Copper Co. White Pine, Mich. Steelworkers—1,100	15 cents 8/1/82	Deferred increase negotiated 10/80 (CWD Nov. 1980); see CWD May 1982.
Bunker Hill Co. (lead and zinc) Kellogg, Idaho Steelworkers—1,700	15 cents 8/20/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD July 1981.
The Anaconda Co. Mont., Ariz., and Nev. Steelworkers, Teamsters (Ind.) and Metal Trade Council —4,800	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Kennecott Corp. Utah, Nev., Ariz., and New Mex. Steelworkers and 13 other unions—9,000	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Phelps Dodge Corp. Utah, Nev., Ariz., N. Mexico Steelworkers—4,000	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
The Anamax Mining Co., Twin Buttes Operation Tucson, Ariz. Steelworkers—1,200	15 cents 8/1/82	Deferred increase negotiated 10/80 (CWD Nov. 1981).
Duval Sierrita Corp. and Duval Corp. (copper mines) Tucson and Kingman, Ariz. Steelworkers; Teamsters (Ind.) —2,300	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Inspiration Consolidated Copper Co. Arizona Steelworkers—1,600	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Magma Copper Co. Arizona Steelworkers—4,900	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
CONSTRUCTION		
Assn. of Master Printers and Decorators of the City of New York, Inc. New York, N.Y. Painters—4,250	$1.04 8/1/82	Deferred increase negotiated in 7/81 (CWD Feb. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Building Trades Employers Assn. of Westchester and Putnam counties; and Builders Institute White Plains, N.Y. Carpenters and Joiners—2,500	$1 5/1/82	2-year agreement negotiated 5/1/82 also provided: $1 on 10/1/82, $1.50 on 5/1/83 and $1 on 10/1/83 with distribution of last increase between wages and benefits to be determined later; $1.90 to pension fund (was $1.50) on 1/1/83; see CWD May 1981.
Eastern New York Construction Employers, Inc. Albany, N.Y., area Carpenters and Joiners—1,200	64 cents 7/1/82	34-month agreement negotiated 7/6/82 also provided: 20 cents on both 1/1/83 and 1/1/84 and $1 on both 7/1/83 and 7/1/84, with distribution between wages and benefits to be determined later; $1.30 hour to pension fund (was $1.15); 90 cents to health and welfare fund (was 70); see CWD July 1979 for previous listing.
Eastern New York Construction Employers, Inc. Albany, N.Y., area Bricklayers	$1.20 $1.20	34-month agreement negotiated 7/6/82 also provided: 20 cents on both 1/1/83 and 1/1/84 and $1 on both 7/1/83 and 7/1/84, with distribution between wages and benefits to be determined later; 95 cents hour to health and welfare fund (was 80); see CWD July 1979 for previous listing.
Keystone Building Contractors Assn.; Associated General Contractors of America, Inc. Pennsylvania Laborers—1,500	32 cents-zone 1; 34 cents-zone 2 6/16/82	3-year agreement negotiated 6/11/82 also provided: 42 cents 12/1/82, 84 cents—zone 1 and 83 cents—zone 2 on 6/16/83, and 83 cents 6/16/84; 10 percent to pension fund (was 9); see CWD June 1978 for previous listing.
Master Builders Assn. of Western Pennsylvania Western Pennsylvania (13 counties) Laborers—3,475	See next column 6/1/82	3-year agreement negotiated 6/1/82 provided: 62 cents—zone 1 and 64 cents—zones 2 and 3; 89 cents and 87 cents, respectively 6/1/83, and 90 cents and 92 cents, respectively 6/1/84; $1.27 hour each to health and welfare and pension funds (were $1.08)—zone 1, $1.26 to each (were $1.08)—zone 2, and $1.25 to each (were $1.07)—zone 3, increasing to $1.35 each—zones 1 and 2 and $1.34—zone 3 on 6/1/83, and $1.45 each—zone 1, $1.44 each—zone 2, and $1.43 each—zone 3 on 6/1/84; see CWD June 1978 for previous listing.
Master Builders Assn. of Western Pennsylvania Western Pa. (11 counties) Operating Engineers—2,500	See next column 6/14/82	35.5-month agreement negotiated 6/20/82 provided: 45 cents—Classes I and II and 25 cents—Classes III, IV and V; $1.20—Classes I and II, $1—Class III, and 95 cents—Classes IV and V on both 6/1/83 and 6/1/84, with distribution between wages and benefits to be determined later; $1.30 hour to pension fund (was $1.15); $1.65 to health and welfare fund (was $1.05); 7.5 cents to industry advancement fund (was 2.5); settlement preceded by 2-week strike; see CWD Jan. 1980.
Mason Contractors Assn. Pittsburgh, Pa. Bricklayers—1,000	50 cents 6/1/82	3-year agreement negotiated 6/14/82 also provided: 25 cents 12/1/82, and $1.35 on 6/1/83 and 6/1/84, with distribution of latter two increases between wages and benefits to be determined later; $2.45 hour to pension fund (was $2.30), and $2.60 on 12/1/82; $1.25 to health and welfare fund (was $1); settlement preceded by 2-week strike; see CWD Aug. 1979 for previous listing.
Highway Constructors, Inc. Kentucky Laborers—6,000	23 cents 5/1/82	14-month agreement negotiated 5/82 also provided: 85 cents hour to pension fund (was 70); and 85 cents to health and welfare fund (was 70); see CWD June 1978 for previous listing.
Associated General Contractors of America, Inc. Knoxville, Tenn. Laborers—1,000	38 cents 5/1/82	3-year agreement negotiated 4/30/82 also provided: 48 cents 5/1/83 and 53 cents 5/1/84; 40 cents to health and welfare fund (was 33 cents), and 47 cents 5/1/84; 42 cents to vacation fund (was 30), and 50 cents 5/1/83; see CWD May 1981.
Equipment Owners Assn. Ft. Lauderdale, Fla., area Operating Engineers—1,000	50 cents 6/1/82	1-year agreement negotiated 5/27/82 also provided: 25 cents 12/1/82; 99 cents hour to health and welfare fund (was 74); see CWD Aug. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Tri-State Iron Workers Employers Assn. Ind., Ill. and Ky. Iron Workers—1,500	$1.25 4/1/82	3-year agreement negotiated 4/82 also provided: 30 cents deducted from wages and allocated to health and welfare fund 8/1/82 (total $1.10); $1.25 on both 4/1/83 and 4/1/84, with distribution between wages and benefits to be determined later; 6 cents hour to apprenticeship fund (was 4.5); first listing.
Associated General Contractors of America, Inc. (residential agreement) Central Ohio (31 counties) Carpenters and Joiners—1,000	No wage change 5/11/82	23.5-month agreement negotiated 6/17/82 also provided: $1.15 hour to health and welfare fund (was 90 cents), and $1.27 on 5/1/83; 6 cents to apprenticeship fund (was 4); first listing.
Associated General Contractors of America, Inc. (commercial agreement) Central Ohio (31 counties) Carpenters and Joiners—2,500	50 cents 5/11/32	23.5-month agreement negotiated 6/17/82 also provided: 63 cents 5/1/83; $1.15 hour to health and welfare fund (was 90 cents) and $1.27 on 5/1/83; 6 cents to apprenticeship fund (was 4); see CWD May 1981.
Mechanical Contractors Assn. of Central Ohio Columbus, Ohio Plumbers—950	$1.01 6/1/82	2-year agreement negotiated 7/5/82 also provided: 24 cents 6/1/83; 45 cents hour to national pension fund (was 30), and 55 cents 6/1/83; $1.10 to health and welfare fund (was $1), and $1.20 on 6/1/83; 9 cents to apprenticeship fund (was 7), and 10 cents 6/1/83; 11 cents to industry promotion fund (was 9); settlement preceded by strike from 6/1/82 to 7/5/82; see CWD June 1979 for previous listing.
Mechanical Contractors Assn. of Cincinnati Cincinnati, Ohio Plumbers—1,100	$1.28 6/1/82	1-year agreement negotiated 6/1/82 also provided: $2.25 hour to pension fund (was $1.95); 90 cents to health and welfare fund (was 75); 38 cents to SUB fund (was 34); 10 cents to industry promotion fund (was 8); see CWD June 1979.
Associated General Contractors of America, Inc. Cincinnati, Ohio, area Carpenters and Joiners—1,800	85 cents 6/1/82	2-year agreement negotiated 6/19/82 also provided: 90 cents 6/1/83, with distribution between wages and benefits to be determined later; see CWD Dec. 1979 for previous listing.
Southern Illinois Contractors Southern Illinois Laborers—2,000	$1.25 8/1/82	Deferred increase negotiated in 1981 (CWD Jan. 1982).
Southern Illinois Contractors Assn.; Southern Illinois Builders Assn.; and independent companies Southern Illinois Operating Engineers—3,000	$1.50 8/1/82	Deferred increase negotiated 8/81 (CWD Oct. 1981); see CWD Mar. 1982.
Southern Illinois Builders Assn. Southern Illinois Carpenters and Joiners—1,750	80 cents 8/1/82	Deferred increase negotiated in 8/81 (CWD Feb. 1982).
Associated General Contractors of America, Inc.; and and Walbash Valley Contractors Assa. Laborers—1,650	75 cents 4/1/82	3-year agreement negotiated 5/82 also provided: $1 on each of 4/1/83 and 4/1/84, with distribution between wages and benefits to be determined later; 83.5 cents hour to health and welfare fund (was 60); 5 cents to training fund 8/15/82 (was 3.5); industry promotion fund terminated (was 1.5 cents); first listing.
Southern Illinois Builders Assn. Southern Illinois Laborers—1,900	75 cents 4/1/82	3-year agreement negotiated 5/82 also provided: $1 on each of 4/1/83 and 4/1/84, with distribution between wages and benefits to be determined later; 83.5 cents hour to health and welfare fund (was 60); 5 cents to training fund 8/15/82 (was 60); 5 cents to training fund 8/15/82 (was 3.5); see CWD Apr. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONTRUCTION—Continued		
Mechanical Contractors Assn. Chicago, Ill. Plumbers—8,000	$1 6/1/82	1-year agreement negotiated 6/10/82 also provided: $1.25 hour to health and welfare fund (was $1.07); see CWD Dec. 1981.
Chicago Roofing Contractors Assn. Chicago, Ill. Roofers—1,800	50 cents 6/1/82	1-year agreement negotiated 6/22/82 also provided: $1.20 hour to pension fund 1/1/83 (was $1.15); $1.61 to health and welfare fund (was $1.56); see CWD Aug. 1981.
Electrical Contractors Assn. of City of Chicago, Inc. Chicago, Ill. Electrical Workers (IBEW) —6,350	No wage change 6/1/82	1-year agreement negotiated 5/82 also provided: 50 cents 10/4/82; 72 cents hour deducted from local pension fund (rate is now 1-cent-per-hour), and 50 cents used to establish annuity fund; $1.52 to health and welfare fund (was $1.30); 32 cents to apprenticeship fund (was 9); see CWD July 1980.
Ventilating and Air Conditioning Assn of Chicago, Inc. Chicago, Ill. Sheet Metal Workers—4,200	35 cents 6/1/82	1-year agreement negotiated 6/19/82 also provided: 35 cents 1/1/83; $1.62 hour to health and welfare fund (was $1.37), and $1.82 on 1/1/83; see CWD Sept. 1981.
Plumbing Contractors Assn. of Chicago and Cook County Chicago, Ill. Plumbers—3,700	See next column 6/1/82	Negotiated 6/11/82 under wage and benefit reopening of 2-year agreement negotiated in 1981; reopening agreement provided: 75-cent wage increase 10/1/82; $1.70 hour to health and welfare fund 6/1/82 (was $1.20); see CWD Aug. 1981.
Quad Cities Builders Assn. Rock Island, Ill., area Laborers—1,100	65 cents 6/1/82	1-year agreement negotiated 7/13/82 also provided: no other changes; see CWD Aug. 1981.
Southwestern Michigan Contractors Assn. Michigan Laborers—1,400	No wage increase 6/1/82	11-month agreement negotiated 6/1/82 also provided: $1.00 to health and welfare fund on 6/1/82 (was 75 cents); see CWD May 1981.
Associated General Contractors of America, Inc. Southwest Mich. Carpenters and Joiners—2,000	15 cents 6/1/82	1-year agreement negotiated 5/28/82 also provided: $1.10 hour to health and welfare fund (was 85 cents) with effective date to be determined later; see CWD June 1979 for previous listing.
Associated General Contractors of America, Inc. Detroit, Mich., area Operating Engineers—1,350	No wage change 6/1/82	2-year agreement negotiated 6/14/82 also provided: 40 cents 6/1/83 and 35 cents 12/1/83, with distribution between wages and benefits to be determined later; $1.90 hour to insurance fund (was $1.50); settlement preceded by 2-week strike; see CWD Aug. 1980.
Great Lakes Fabricators and Erectors Detroit, Mich., area Operating Engineers—1,350	No wage change 6/1/82	Terms of 2-year agreement negotiated 6/14/82 identical to agreement between Associated General Contractors of America, Inc. and Operating Engineers listed above; see CWD June 1979 for previous listing.
Metropolitan Detroit Plumbing and Mechanical Contractors Assn., Inc. (pipefitters agreement) Detroit, Mich. Plumbers—1,850	See next column 7/1/82	11-month agreement negotiated in 6/82 provided no change in wages and fringe benefits; see CWD Oct. 1978.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. and others Detroit, Mich. Carpenters and Joiners—8,000	See next column 6/1/82	2-year agreement negotiated 6/29/82 provided: 35 cents increase applied to wages from 6/1/82 through 6/29/82, and effective 6/30/82, 35 cents deducted from wages and applied to health and welfare fund (total $1.60); 40 cents on 6/1/83 and 30 cents 12/1/83, with distribution between wages and benefits to be determined later; 10 cents hour to apprenticeship fund 6/30/82 (was 5); 5 cents to industry promotion fund 6/30/82 (was 5); 5 cents to industry promotion fund (was 3); settlement preceded by 1-month strike; see CWD July 1980 previous listing.
Wisconsin Road Builders Assn. Wisconsin Operating Engineers—1,800	50 cents 6/1/82	3-year agreement negotiated 4/23/82 also provided: $1.20 on 6/1/83 and $1.25 on 6/1/84, with distribution between wages and benefits undetermined; 95 cents to pension fund (was 75) and $1.60 to health and welfare fund (was $1.35); see CWD Aug. 1979 for previous listing.
Wisconsin Road Builders Assn. Wisconsin Teamsters (Ind.)—1,000	55 cents 6/1/82	3-year agreement negotiated 6/14/82 also provided: wage and benefit reopenings both 6/1/83 and 6/1/84; $40.25 week to health and welfare fund (was $40.50); first listing.
Allied Construction Employers Assn., Inc. Milwaukee, Wis. Bricklayers—900	5 cents 6/1/82	2-year agreement negotiated 6/15/82 also provided: 30 cents 7/5/82 and 51 cents 6/1/83, with distribution of latter increase between wages and benefits to be determined later; $1.35 hour to pension fund 7/5/82 (was $1.55); $1.75 to health and welfare fund (was $1.30); 29 cents to industry promotion fund (was 27); see CWD Nov. 1980 for previous listing.
Allied Construction Employers Assn., Inc. Milwaukee, Wis. Carpenters and Joiners—1,500	18 cents 6/1/82	2-year agreement negotiated 6/6/82 also provided: 55 cents 6/1/83, with distribution between wages and benefits to be determined later; $1.85 hour to health and welfare fund (was $1.60); see CWD Nov. 1980.
Des Moines Construction Council, Inc. Des Moines, Iowa Carpenters and Joiners—1,000	25 cents 5/1/82	2-year agreement negotiated 4/29/82 also provided: cost-of-living clause established providing an adjustment in 5/83 of 1 percent for every 1-percent increase in the BLS-CPI-U from March 1982 to March 1983 with a 50-cent minimum and $1 maximum; 95 cents to health and welfare fund (was 85); $1.05 to pension fund (was 95 cents); see CWD May 1981.
Associated General Contractors of America, Inc.; and others St. Louis, Mo. Iron Workers—1,300	$1.40 8/1/82	Deferred increase negotiated in 8/80 (CWD Jan. 1981.)
National Electrical Contractors Assn. and independent contractors Phoenix, Ariz. Electrical Workers (IBEW) —1,500	No wage change 6/20/82	2-year agreement negotiated in 6/82 also provided: wage and benefit reopening 6/20/83 and 6/20/84; $1.16 hour to health and welfare fund (was 96 cents); see CWD Dec. 1979.
Montana Heavy Highway and Building Contractors Montana Operating Engineers—1,000	None 5/23/82	13-month agreement negotiated 5/23/82 also provided: $1 to pension fund (was 85 cents); $1.37 to health and welfare fund (was 97 cents); 3 cents decrease in training fund (was 10); settlement preceded by 3-week strike; see CWD May 1981.
Montana Heavy Highway and Building Contractors Montana Laborers—2,000	10 cents 5/23/82	11-month agreement negotiated 5/23/82 also provided: 50 cents to vacation fund (was 30); 75 cents to pension fund (was 65); 95 cents to health and welfare fund (was 75); settlement preceded by 3-week strike, see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc., Southern Nevada Home Builders Assn., Inc., and Las Vegas Builders Exchange Los Vegas, Nev. Carpenters and Joiners—3,000	$1.45 7/1/82	2-year agreement negotiated 7/10/82 also provided: 15 cents on 1/1/83 and $1.50 on 7/1/83, with distribution of the latter increase between wages and benefits to be determined later; $1.05 hour to vacation fund (was $1); $1.30 to health and welfare fund (was $1.05); see CWD Aug. 1979 for previous listing.
Associated General Contractors of America, Inc. Reno, Nev. Laborers—1,000	5 cents 7/1/82	3-year agreement negotiated 6/82 also provided: 75 cents on each of 7/1/83, 1/8/84, and 5/1/84; $1.40 hour to pension fund (was $1.35) 7/1/83 and $1.45 on 1/1/84; 15 cents to contract administration fund (was 10); see CWD Mar. 1981.
Roofing Contractors Assn. of Southern California, Inc. and others Southern California Roofers—1,200	$2 8/15/82	Deferred increase negotiated in 10/80 under 3-year agreement which also provided: $1.48 on 8/15/80 and $2.50 on 8/15/81; effective 8/15/80, $1.75 hour to vacation fund (was $1.50), $1.50 to pension fund (was $1.20), $1.10 to annuity fund (was 85 cents), and $1.17 to health and welfare fund (was 97 cents); no recent listing.
National Electrical Contractors Assn. Santa Clara, San Benito and Santa Cruz counties, Calif. Electrical Workers (IBEW)—1,800	80 cents 6/1/82	2-year agreement negotiated 6/2/82 also provided: 80 cents on each of 12/1/82, 6/1/83, and 12/1/83; $3.80 hour to local pension fund (was $3.60), $4 on 12/1/83; $2.02 to health and welfare fund 6/1/83 (was $1.82); see CWD Oct. 1980 for previous listing.
Floor covering associations Los Angeles, Calif. Painters—1,500	$1.30 8/1/82	Deferred increase negotiated in 8/80 (CWD Mar. 1982).
National Electrical Contractors Assn. Alameda County, Calif. Electrical Workers (IBEW)—1,100	See next column 6/1/82	2-year agreement negotiated 11/16/81 under early renewal of contract that expired 5/31/82 provided: no wage change 6/1/82, and $1 on each of 12/1/82, 6/1/83, and 12/1/83 with distribution between wages and benefits to be determined later; $3.90 hour to pension fund (was $2.90); see CWD Feb. 1982.
National Electrical Contractors Assn. San Francisco, Calif. Electrical Workers (IBEW)—1,500	$1.605 6/1/82	2-year agreement negotiated 6/10/82 also provided: $1.05 on each of 6/1/83 and 12/1/83, with distribution between wages and benefits to be determined later; $3.21 hour to local pension fund (was $2.715); see CWD Dec. 1981.
National Electrical Contractors Assn. San Diego, Calif. Electrical Workers (IBEW)—1,900	74 cents 6/1/82	2-year agreement negotiated 2/10/82 also provided: $1 on each of 12/1/82, 6/1/83, and 12/1/83, with distribution between wages and benefits to be determined later; $1.80 hour to health and welfare fund (was $1.44); see CWD Dec. 1981.
TRANSPORTATION AND PUBLIC UTILITIES		
Amtrak National Clerks (BRASC)—5,200; Maintenance of Way Employees—3,400; Joint Council of Carmen—Transport Workers, 1,400 and Railway Carmen, 700; and Electrical Workers (IBEW)—1,300	See next column	39-month agreements negotiated 5/82 provided; same national wage pattern as negotiated for Class I railroad employees in 12/81 (see CWD Jan. 1982) less 1st 5 percent of pay increases in 1981, 4 percent in 1982, and 3 percent in 1983 which resulted in general wage increases applied to base rates (excluding any cost-of-living allowance in effect) of 3 percent retroactive to 10/1/81, 2.5 percent 7/1/82 and an undetermined percent on 7/1/83 dependent on rise in BLS Consumer Price Index (the national wage pattern provided for 3 percent on such date); continued same semiannual cost-of-living adjustment clause as under national pattern except that only a 2 cents increase was specified in the contract as a cost-living adjustment retroactive 7/1/81 (32 and 35 cents were specified under the

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
		national wage pattern as cost-of-living adjustments effective 7/1/81 and 1/1/82 respectively)—semiannual cost-of-living adjustment clause generated 22 cents effective 7/1/82; 11th paid holiday 1/1/83; added paid personal leave days same as national agreements; improved vacations same as national agreements; same health and welfare improvements as national pattern; liberalizaed work rules to increase productivity by allowing management to alter starting times of employees, split normal 8-hour shifts at certain locations, schedule employees to perform some work formerly reserved to other job classifications, and retain qualified employees in key positions for fixed period of time; see CWD Apr. 1981.
Class I railroads National Yardmasters—2,600	See next column	39-month agreement negotiated 6/82 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent and 3 percent retroactive to 4/1/81 and 10/1/81 respectively, 3 percent 7/1/82, and 3 percent 7/1/83; cost-of-living clause continued—provides semiannual adjustments of 1 cent per each 0.3 point change in BLS-CPI-W (1967 = 100) starting 7/82 (32 and 35 cents adjustments were specified in the contract for 7/81 and 1/82, respectively—the amounts that would have been paid under the formula), subject to semiannual and annual "caps" equal to the adjustments resulting from 4 and 8 percent increases in the index, respectively, with allowance in effect 1/1/83 to be incorporated into base rates 12/31/83 and 50 percent of then-current allowance to be incorporated 6/30/84—the 7/82 review generated 22 cents of which 20 cents was paid as a cost-of-living adjustment and 2 cents was diverted to finance supplemental retiree medical insurance; other terms same as national railroad pattern (CWD Jan. 1982); see CWD Apr. 1981.
Northwest Airlines (ground service) National Machinists—3,600	See next column	38-month agreement negotiated 6/82 provided: general wage increases of 9 percent retroactive to 11/1/81, 9 percent 1/1/83, and 5.5 percent 1/1/84; discontinued cost-of-living adjustment clause; 31, 38, and 41 cents (were 21, 28, and 31) afternoon, night, and relief shift differentials, respectively, 6/16/82, with all 3 increasing by 10 cents on both 1/1/83 and 1/1/84; 30 cents (was 25) mechanics premium for first license with 60 cents maximum 6/16/82, going to 40 cents (maximum 80 cents) 10/1/83, and to 45 cents (maximum 90 cents) 10/1/84; 120 hour (was 110) maximum sick leave accrual; comprehensive health plan established 7/1/82 integrating separate basic and major medical plans to provide lifetime maximum of $1 million (was $500,000 major medical) with 1st $5,000 of hospital expenses paid for at 100 percent and thereafter at 80 percent after deductible plus other improvements; for those retiring on or after 11/1/81 basic monthly pension rates (per year of service) increased to $28, $23.70, and $19.44 (were $27, $22.85, and $18.75) for schedule 1, 2, and 3 retirees (based on work classifications), respectively, effective 7/31/82, going to $29, $24.54, and $20.14 7/31/83, and to $32, $27.08, and $22.22 7/31/84; see CWD Sept. 1981.
Conrail National Signalmen—2,400	See next column 7/1/82	Deferred increase of 2.22 percent of base rates negotiated 1/82 and conforming to 5/81 understanding (CWD Mar. 1982) plus automatic semiannual cost-of-living adjustment of 22 cents an hour; see CWD Mar. 1982.
United Parcel Service Master Agreement National Teamsters (Ind.)—85,000	See next column	37-month agreement negotiated 7/82 provided: 72 cents an hour as negotiated "cost-of-living" adjustment 5/1/82; continued cost-of-living adjustment clause with annual rather than semiannual reviews 5/1 of 1983, 1984, and 1985 with adjustment rate of 1 cent for each 0.3-point rise in BLS-CPI-W (1967 = 100) with possible diversions to health and welfare and/or pension fund (in same manner and amount as any possible diversions under National Master Freight Agreement on 4/1 of 1983, 1984, and 1985—including minimum payment if COLA amount is not deemed sufficient by Joint National Master Freight Negotiating Committee); an additional paid holiday (total varies) 5/1/82; standardized jury duty and bereavement leave provisions; established starting rates for new part-time inside employees of $9 an hour for sorters and preloaders and $8 for all others effective on ratification; $100.50 (was $90.50) per week per employee payment by employer to finance health and welfare and/or pensions determined locally) 5/1/82; see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Conrail National Clerks (BRASC)—12,450; Maintenance of Way Employees—10,360; Machinists—1,980; Electrical Workers (IBEW)—1,490; Transport Workers—3,970; and Railway Carmen—850	See next column 7/1/82	Deferred increase of 2.22 percent of base rates negotiated 12/81 and conforming to 5/81 understanding (CWD Feb. 1982) plus automatic semiannual cost-of-living adjustment of 22 cents an hour; see CWD Feb. 1982.
The American Telephone and Telegraph Co., Long Lines Nationwide Communications Workers —22,500	See next column 8/82	Average 2.68 percent deferred increase negotiated 8/80 (CWD Sept. 1980) and $3.56 week plus 4.2028 percent of current wage rates automatic annual cost-of-living adjustment; see CWD Sept. 1981.
Western Electric Co., Inc. (distribution and warehouse employees) Various locations Communications Workers 13,800	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Western Electric Co., Inc. (installers and job clerks) Various locations Communications Workers —17,300	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Columbia Broadcasting System Inc. National Electrical Workers (IBEW) —1,700	See next column 10/1/81	3-year agreement negotiated 5/82 provided: $50 week retroactive to 10/1/81, and on 10/1/82, and 10/1/83; see CWD Oct. 1980.
New England Telephone and Telegraph Co. (all departments) Me., Vt., N.H., Mass., and R.I. Electrical Workers (IBEW) —30,000	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Southern New-England Telephone Co. (all departments) Connecticut The Connecticut Union of Telephone Workers, Inc. (Ind.) —11,200	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
New York Telephone Co. (commercial, directory, public telephone, sales, and headquarters departments) New York, N.Y., area The Union of Telephone Workers (Ind.)—8,000	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
New York Telephone Co. (accounting department) New York, N.Y., area Telephone Employees' Organization (Ind.)—2,850	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
New York Telephone Co. (traffic) Downstate New York Telephone Traffic Union (Ind.) —10,000	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
New York Telephone Co. (accounting, executive, and treasurers department) Upstate New York Upstate Telephone Employees' Association (Ind.)—850	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
New York Telephone Co. (commerical, sales, and directory departments) Upstate New York Telephone Commercial Union (Ind.)—2,000	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
New York Telephone Co. (traffic) Upstate New York Telephone Traffic Union (Ind.)—3,700	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Rochester Telephone Corp. (accounting, commercial engineering, and traffic departments) Rochester, N.Y., area Rochester Telephone Workers Assn. (Ind.)—900	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Niagara Mohawk Power Corp. Upstate New York Electrical Workers (IBEW) —7,700	9.5 percent 6/1/82	2-year agreement negotiated 6/15/82 also provided: 9 percent 6/1/83; $1 reduction in the starting pay for new employees; 7½ hours (was 8) work day; see CWD June 1981.
New Jersey Bell Telephone Co. (accounting and general depts.) New Jersey Electrical Workers (IBEW) —1,300	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
New Jersey Bell Telephone Co. (plant and engineering depts.) New Jersey Electrical Workers (IBEW) —12,000	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Diamond State Telephone Co. (plant and traffic employees) Delaware United Telephone Workers of Delaware (Ind.)—1,200	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Bell Telephone Co. of Pennsylvania (traffic dept.) Pennsylvania Electrical Workers (IBEW)—6,500	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
General Telephone Co. of Pennsylvania (all depts.) Pennsylvania Electrical Workers (IBEW)—2,050	8.7 percent 8/22/82	Deferred increase negotiated in 1980 (CWD Apr. 1981); see CWD Aug. 1981.
Bell Telephone Co. of Pennsylvania (commercial dept.) Pennsylvania Pennsylvania Telephone Guild (Ind.)—2,650	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Bell Telephone Co. of Pennsylvania (accounting dept.) Pennsylvania Federation of Telephone Workers of Pennsylvania—12,150	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Bell Telephone Co. of Pennsylvania (accounting department) Pennsylvania Federation of Telephone Workers of Pennsylvania—1,300	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Pennsylvania Electric Co. Pennsylvania Electrical Workers (IBEW)—2,200	9 percent 5/26/82	2-year agreement negotiated 5/82 also provided: wage and vacation reopening provision 2d year; 48 cents (was 46) evening shift differentials and Sunday premiums increasing to 51 cents 2d year; $250,000 major medical lifetime benefit; full pension benefit at age 60 with 20 years credited service; see CWD May 1981.
Potomac Electric Power Co. Washington, D.C., area Electrical Workers (IBEW)—3,500	9 percent 6/1/82	3-year agreement ratified 6/30/82 also provided: 3.3 percent inequity adjustment, 8 percent 6/1/84; 45 cents and 50 cents 2d and 3d shift differentials (was 40 and 45) increasing to 50 and 55 cents 6/1/84; company assumes 100 percent of any increase in medical insurance; $500,000 (was $100,000) lifetime maximum major medical; 2½ percent year (was 4) early retirement discount between the ages of 55-60; $250 (was $150) month social security supplement 6/1/84; guaranteed job and pay security after 12½ years credited service, long-term disability plan providing monthly benefit of 65 percent of base pay with eligibility after 6 months disability continuing until recovery or age 70 ($150 minimum and $1,500 maximum benefit); new dental plan; new dental plan; revised sick leave plan or time off for illness that is really necessary; $5 (was $4) meal allowance; increasing to $5.50 6/1/84; see CWD June 1981.
Washington Gas Light Co. Washington, D.C. Gas Workers—1,600	8.6 percent 6/1/82	1-year agreement ratified 5/28/82 also provided: 45 cents 2d and 60 cents 3d (was $1.25) Sunday premium, $250,000 (was $200,000) lifetime major medical coverage; see CWD June 1981.
Houston Lighting and Power Houston, Tex. Electrical Workers (IBEW)—4,050	8 percent 5/26/82	2-year agreement negotiated 5/82 also provided: 7 percent 5/26/83; 50 cents (was 25) shift differential; 10th paid holiday, Christmas Eve; see CWD May 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Illinois Bell Telephone Co. (commercial department) Illinois (excluding Chicago) and Indiana Telephone Commercial Employees (Ind.)—1,800	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Illinois Bell Telephone Co. (plant employees) Illinois and Lake Porter counties, Ind. Electrical Workers (IBEW) —13,500	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Illinois Bell Telephone Co. (accounting and secretarial depts.) Chicago, Joliet, Springfield, Harvey, Arlington Heights, and West Chicago, Ill. Electrical Workers (IBEW) —1,100	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
Illinois Bell Telephone Co. (commercial, marketing and directory employees) Chicago, Ill. Commercial Telephone Workers —2,200	See next column 8/82	Deferred increase 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
The Peoples Gas Light and Coke Co. Service Employees—1,800	87.2 cents 5/1/82	1-year agreement negotiated 5/82; see CWD July 1981.
Chicago Transit Authority Chicago, Ill. Almagamated Transit Union —12,000	11 cents 6/6/82-bus operators 6/13/82-motormen	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Wisconsin Electric Power Co. Milwaukee, Wis., area Electrical Workers (IBEW) —1,100	8 percent 8/16/82	Deferred increase negotiated 9/80 (CWD Jan. 1981).
Pacific Telephone and Bell of Nevada California and Nevada Electrical Workers (IBEW) —2,300	See next column 8/82	Deferred increase negotiated 8/80 (CWD Sept. 1980) and automatic annual cost-of-living adjustment similar to American Telephone and Telegraph Co. listing above; see CWD Sept. 1981.
San Diego Gas and Electric Co. San Diego, Calif. Electrical Workers (IBEW)	See next column 3/1/82	2-year agreement ratified 5/24/82 provided: 8.5 percent retroactive to 3/1/82 and 50 cents 2d and 60 cents 3d shift differentials (was 40 and 45); meal allowance increased by 75 cents; see CWD Mar. 1981.
WHOLESALE AND RETAIL TRADE		
A.&P. Tea Co. (meat and grocery departments) New York, N.Y., area United Food and Commercial Workers—12,000	47.5 cents 8/10/82	Deferred increase negotiated 9/80 (CWD Nov. 1980); see CWD Mar. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Guest Services Inc. Washington, D.C., Md., and Va. Hotel and Restaurant Employees—1,000	20 cents 8/1/82	Deferred increase negotiated 1/31/82 (CWD May 1982).
Cleveland Food Industry Committee Cleveland and Akron, Ohio United Food and Commercial Workers—13,000	35 cents 8/4/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD Sept. 1981.
Kroger Co. Columbus and Central Ohio, area United Food and Commercial Workers—4,500	20 cents 8/13/82	Deferred increase negotiated 3/82 (CWD May 1982).
Columet Supermarket Forum Gary and Hammond, Ind. United Food and Commercial Workers—2,100	25 cents 8/29/82	Deferred increase negotiated 6/80 (CWD Nov. 1980); see CWD Mar. 1981.
Meijer, Inc. (grocery and general merchandise stores) Michigan United Food and Commercial Workers—9,000	52.5 cents 8/15/82	Deferred increase negotiated 8/81 (CWD July 1982).
Montgomery Ward and Co. Detroit, Mich., area United Food and Commercial Workers—12,500	7.5 percent	Deferred increase negotiated 2/7/80 (CWD May 1980).
Greater St. Louis Automotive Assn., Inc. St. Louis, Mo., area Machinists—1,300	70 cents 8/1/82	Deferred increase negotiated 8/1/81 (CWD Oct. 1981).
Chain and independent food stores St. Louis, Mo., area United Food and Commercial Workers—8,500	See next column	3-year agreement negotiated 5/27/82 also provided: wage increases ranging from 20 cents to $1.20 an hour retroactive to 5/9/82, 30 cents 5/1/83, 20 cents 11/1/83, 30 cents 5/1/84 and 20 cents 11/1/84; 56 cents an hour company payment to health and welfare effective in 9/82, (was 50 cents) increasing to 63 cents 9/83 and 70 cents 9/84; see CWD May 1981.
Alpha Beta, A.J. Bayless, Low Cost, Farr's Inc. Phoenix and Prescott, Ariz. United Food and Commercial Workers—2,700	25 cents 8/4/82	Deferred increase negotiated 8/18/80 (CWD Oct. 1980).
Southern California Food Employers Council Southern California Service Employees—1,000	60 cents 1/3/82	3-year agreement negotiated 10/21/81 also provided: 55 cents an hour wage increase on 1/3/83 and 50 cents 1/3/84; 26.5 cents an hour company payment to pension fund (was 24.5), increasing to 28.5 cents in 2d year and to 30.5 cents in 3d; see CWD Sept. 1979 for latest listing.
Grocery Warehouse Distributors San Francisco, Calif. Teamsters (Ind.)—2,800	55 cents 8/1/82	Deferred increase negotiated 9/19/81 (CWD Nov. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
East Bay Restaurant Assn., Inc. and California Licensed Beverage Assn. Alameda County, Calif. Hotel and Restaurant Employees—2,300	9.5 percent 8/6/82	Deferred increase negotiated 7/81 (CWD Nov. 1981).
FINANCE, INSURANCE, AND REAL ESTATE		
Hospital Service Plan of New Jersey, Medical Service Plan of New Jersey Newark, N.J. Office and Professional Employees—1,550	5 percent 5/5/82	3-year agreement negotiated 5/82 also provided: wage increases of 4 percent on both 5/5/83 and 5/5/84; continued cost-of-living adjustment clause providing quarterly adjustments of 1 cent for each 0.6-point rise in BLS-CPI-W (1967 = 100) with maximum adjustment of 4 cents per quarter beginning 8/82; and established incentive plan based on performance for sale representatives providing up to $5,300 annual bonus beginning 1/1/83; see CWD Apr. 1982.
Northwestern Mutual Life Insurance Co. Milwaukee, Wis. Office and Professional Employees—1,550	$226 to $450 a year—salaried; 14 to 28 cents—hourly 5/1/82	2-year agreement negotiated 5/82 also provided: pay increase of $226 to $450 a year—salaried employees and 14 to 28 cents—hourly employees 5/1/83; continued quarterly cost-of-living adjustment clause with 1st review 8/1/82 (final review was scheduled for 5/1/84—day after expiration of the contract); 2 (was 2.2) percent merit increase on employees anniversary date; see CWD Apr. 1982.
SERVICES		
School support services Montgomery County, Md. Montgomery County Council of Supporting Service Employees—5,500	6.5 percent 7/1/82	2-year agreement negotiated 3/14/82 also provided: 5 percent wage increase plus one additional step on the pay scale effective 7/1/83; cost-of-living adjustment clause discontinued; health and welfare benefits maintained with no additional cost to employees; see CWD July 1981.
Teachers Baltimore County, Md. Teachers Association of Baltimore County—6,600	See next column	1-year agreement negotiated 6/10/82 provided for 8 percent pay raise effective 8/2/82 for those on a 12-month pay schedule and 9/24/82 for those on a 10-month salary schedule; Blue Cross/Blue Shield deductible increased to $200 per person (was $100) and family deductibles remain the same (when two members of same family each fully meet their deductible, no further deductible is required); 21 cents mileage reimbursement (was 19); see CWD Feb. 1981.
Secretaries and teachers aides Baltimore County, Md. Baltimore Association of Service Employees/Teachers Association of Baltimore County—1,000	6 percent 9/82	1-year agreement negotiated 6/82 also provided: addition to the pay scale of 7th step before application of across-the-board raise; $26.94 week minimum raise for secretaries and $23.35 week for aides; first listing.
Faculty and professional staff Florida United Faculty of Florida—5,250	7 percent 9/1/82	1-year agreement negotiated 3/82; first listing.
Maintenance Contractors Association Seattle, Wash., area Service Employees—1,300	8.6 percent average increase (approx.) 5/1/82	3-year agreement negotiated 5/82 also provided for: wage increases of 25 to 50 cents on both 5/1/83 and 5/1/84; continued cost-of-living adjustment clause providing 1.5 cents for each point rise in BLS-CPI-W (1967 = 100) for Seattle excluding 1st 20-point rise in CPI with reviews on 5/1/83 and 5/1/84 (maximum 7 cents each adjustment); 10 percent premium (was cents per hour) for persons above rate of classification supervised; double time (was triple time) for work on 7th consecutive day, 8th paid holiday for 5-year employees 5/1/82; 20 (was 17) cents per mile auto allowance; vacation schedule revised to provide 1 week (was 2) after 1 year's service (employees on payroll 5/16/82 continued to receive 2 weeks) 2 weeks after 2 years, 3 weeks after 7 years (was 10), and 4 weeks after 15 years(as in past); see CWD June 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION		
State workers (clerical employees) Massachusetts National Association of Government Employees—10,000	7 percent 8/29/82	Deferred increase negotiated 7/81 (CWD Oct. 1981); see CWD Nov. 1981.
State employees (clerical workers) Connecticut State, County, and Municipal Employees—7,000	5 percent plus $125 7/9/82	3-year agreement negotiated 6/13/82 also provided: amount equal to 2 percent of payroll to pay equity fund—$700 minimum increase comes out of fund (plus $125 exclusive of fund); 4 percent across-the-board increase effective 11/1/82; 7½ percent on 6/24/82 plus additional increases from another 1 percent of payroll to pay equity fund; personal leave time established for part-time workers (full time workers get 3 personal days per year); wage and benefit reopener on 12/1/83; 50 percent increase in tuition reimbursement schedule and maximum credits paid for increased to 18 per year (was 9); $5,000 "prep" course fund established to enhance changes of passing State exams for promotion; first listing.
City employees (blue collar workers) Philadelphia, Pa. State, County, and Municipal Employees District 33—14,000	See next column	2-year agreement negotiated 5/82 provided: no wage increase in the first year in exchange for a guarantee of no layoffs and an 8 percent raise effective 7/1/83; see CWD Nov. 1980.
Police Officers Philadelphia, Pa. Fraternal Order of Police (Ind.)—7,600	See next column 7/1/82	2-year arbitration award provided no wage increase for the first year and 8.5 percent raise effective 7/1/83; additional 3 percent for those working on a rotating three-shift system; provision established for exchanging three sick days for one vacation day, up to 15 days per year; retirement age minimum lowered to age 60 (was 65); two additional days of vacation for those with over 5 years of service; $6 per month per employee contribution to FOP fund (was $5), increasing to $7 in second year; see CWD July 1981.
City employees (professional employees) Philadelphia, Pa. State, County, and Municipal Employees-District 47—2,100	See next column	2-year agreement negotiated 5/82 provided terms similar to blue collar workers settlement listed above; first listing.
City employees (white collar) Baltimore, Md. Classified Municipal Employees Association (Ind.)—9,700	5 percent or $700 whichever is greater 7/1/82	2-year agreement negotiated 5/82 also provided: 4 percent raise or $600 whichever is greater effective 7/1/83; employees to pay 15 percent of any future increases in the cost of their health benefits; $15,000 life insurance (was $12,000); 24 cents mileage allowance (was 22 cents); see CWD July 1981.
Maintenance and operations employees Baltimore County, Md. State, County, and Municipal—1,300	8 percent 9/82	1-year agreement negotiated 6/82 also provided: 48 cents an hour minimum increase; pay scale compressed to 5 steps (was 6); first listing.
City workers (nonuniformed) Cincinnati, Ohio State, County, and Municipal Employees—3,800	8.3 percent 8/82	Deferred increase negotiated 9/11/81 (CWD Nov. 1981).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	-
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
March	16	20	201.6	207.8	861.8	.04
April	17	27	48.0	223.5	4,085.2	.20
May	18	27	65.1	259.0	4,454.0	.24
June	30	43	200.1	415.1	2,618.3	.13
July	23	38	80.1	125.4	1,575.5	.08
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01
March	r3	r8	r8.3	r21.3	r352.2	.02
April	r9	r16	r35.7	r55.3	r480.3	r.02
May	14	21	43.7	r60.3	r636.1	.03
June	r17	r25	r41.4	r64.5	r694.0	.04
July	11	22	37.3	63.2	851.9	.04

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

r = revised.

Table 2. Work stoppages involving 1,000 workers or more during July 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in July
Brown & Sharpe Manufacturing Co. North Kingston, R.I. Machinists	10/19/81		1,600	33,600
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/8/82		4,600	96,600
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	52,500
Construction Industry Parkersburg, West Va. and Marietta, Ohio Building Trades	6/1/82	[2]7/13/82	3,000	24,000
Construction Industry Pittsburgh, Pa. Iron Workers	6/1/82	7/20/82	2,000	26,000
Homestake Mining Company Lead, S. Dak. Steelworkers	6/1/82		1,300	27,300
Iowa Beef Processors, Inc. Dakota City, Neb. Food and Commercial Workers	6/7/82		2,000	42,000
General Tire and Rubber Company Waco, Texas Rubber Workers	6/14/82		1,200	25,200
Jos. Schlitz Brewing Company Winston-Salem, N.C.; Memphis, Tenn.; Tampa, Fla.; Longview Texas; and Los Angeles, Calif. Teamsters (Ind.)	6/16/82	7/20/82	1,700	22,100
Construction Industry Arizona Teamsters (Ind.); Operating Engineers; Laborers; Carpenters; and Cement Masons	6/17/82		5,000	105,000
Construction Industry Milwaukee, Wisc. Electrical Workers—IBEW	6/21/82	7/24/82	1,000	16,000
Construction Industry Toledo, Ohio 8 Building Trades	7/1/82		7,000	147,000
Construction Industry New York, N.Y. Teamsters (Ind.) and Operating Engineers	7/1/82		3,500	73,500
AM General Corp. South Bend, Ind. Automobile Workers	7/1/82	7/27/82	1,300	23,400
Chinese Garment Manufacturers Association New York, N.Y. Ladies' Garment Workers	7/8/82	7/9/82	10,000	20,000
Construction Industry Milwaukee, Wis. Sheet Metal Workers	7/12/82		1,200	18,000

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during July 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in July
The Regional Transportation District Denver, Colo. Transit Union	7/12/82		1,400	21,000
Construction Industry Houston, Texas Sheet Metal Workers	7/15/82	7/19/82	1,400	4,200
Armstrong Rubber Company West Haven, Conn.; Madison, Tenn.; Hanford, Calif.; Des Moines, Iowa; and Natchez, Miss. Rubber Workers	7/17/82		2,700	27,000
Missouri River Basin Employers Kansas City, Kansas Boilermakers	7/23/82		3,500	21,000
Stayton Canning Company Salem, Ore. Teamsters (Ind.)	7/26/82	7/30/82	2,800	14,000
Agripac, Inc. Salem, Ore. Teamsters (Ind.)	7/26/82		2,500	12,500
Total beginning in July:	11 stoppages		37,300	
Total in effect in July:	22 stoppages		63,200	851,900

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[1] The number of workers involved are rounded to the nearest hundred. flight attendants have been furloughed because of strike-related reductions

[3] Stoppage began at 11:01 p.m. on 5/21; approximately 1,200 pilots and in flights.

Major Agreements Expiring in September

Employer and location	Industry	Labor organization[1]	Number of workers
American Enka Corp. (Lowland, Tenn.)	Chemicals	United Textile Workers	2,400
Beyly Corp. (Interstate)	Apparel	Clothing and Textile Workers	1,200
Chain and Independent Food Stores (New Mexico)[2]	Retail trade	Food and Commercial Workers	2,300
Colonial Stores, Inc., Raleigh Division (North Carolina)	Retail trade	Food and Commercial Workers	1,400
Consolidated Gas Supply Corp. (Interstate)	Utilities	Service Employees	1,750
Cotton Garment and Outerwear Agreement[2] (Philadelphia, Pa.)	Apparel	Clothing and Textile Workers	1,550
Dayton Power and Light Co. (Ohio)	Utilities	Utility Workers	2,600
General Motors Corp. (Interstate)	Transportation equipment	Plant Guard Workers (Ind.)	2,550
General Telephone Company of Illinois, Service, Construction and Supply Departments (Illinois)	Communication	Electrical Workers (IBEW)	1,750
GTE Sylvania, Inc. (Seneca Falls, N.Y.)	Electrical products	Steelworkers	1,000
Hesston Corp. (Hesston, Kans.)	Machinery	Hesston Corporation Workers Association	1,450
Hotel Association of Ohio (Ohio)	Hotels	Hotel Employees and Restaurant Employees	1,600
Jewel Companies, Inc., Eisner Food Stores Division (Chicago, Ill.)	Retail trade	Retail Workers	1,400
Mack Trucks, Inc., Master Shop Agreement (Interstate)	Transportation equipment	Auto Workers	6,250
Massey-Ferguson, Inc., Master Agreement (Interstate)	Machinery	Auto Workers	1,500
Pittsburgh Buildings Association (Pennsylvania)	Services	Service Employees	1,200
Retail Butchers Fish and Poultry Agreement (California)[2]	Retail trade	Food and Commercial Workers	3,500
Retail Meat Markets and Frozen Food Locker Plants (California)[2]	Retail trade	Food and Commercial Workers	1,500
Rubbermaid, Inc. (Wooster, Ohio)	Rubber	Rubber Workers	1,300
Simmons Co. (Interstate)	Furniture	Upholsterers	2,100
TRW, Inc. (Ohio)	Transportation equipment	Aircraft Workers Alliance, Inc. (Ind.)	4,000
Wisconsin Public Service Corp. (Wisconsin)	Utilities	Operating Engineers	1,000

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes; real spendable earnings are current earnings adjusted for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on a farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor.*

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The Index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	198.41	196.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.88	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.48	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	66.1	71.3	78.0	85.5	92.9	100.0	108.6	119.1	131.4	144.1
1977 dollars	95.7	97.3	95.9	96.3	98.9	100.0	100.9	99.4	96.7	96.0
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.1	93.0	100.0	108.6	118.6	130.6	143.2
1977 dollars	96.7	97.9	96.5	96.9	99.0	100.0	100.8	99.0	96.1	95.4
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981						1982						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.63	$7.67
1977 dollars	4.79	4.79	4.81	4.82	4.83	4.81	4.86	4.84	4.85	4.85	4.83	4.78	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	257.74	259.88	259.74	261.18	262.20	262.24	255.95	262.39	261.99	262.27	265.52	267.05	269.98
1977 dollars	170.35	170.64	168.88	169.49	169.71	169.30	164.70	168.31	168.37	167.80	168.16	167.12	170.98
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.3	146.5	147.4	147.5	148.4
1977 dollars	91.7	91.9	92.1	92.2	92.7	92.6	93.6	93.3	93.5	93.7	93.4	92.3	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.66	7.70
1977 dollars	4.82	4.81	4.80	4.80	4.81	4.80	4.82	4.82	4.84	4.86	4.85	4.81	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	256.63	258.37	257.95	259.74	261.50	261.10	258.69	263.55	263.15	264.89	267.75	266.57	268.73
1977 dollars	170.18	170.09	168.05	168.44	168.82	167.91	165.93	168.62	168.79	169.69	169.89	167.44	170.51
Indexes													
Average hourly compensation (quarterly data):													
All persons,business sector:													
Current dollars (1977 = 100)	–	r145.1	–	–	r145.7	–	–	r151.3	–	–	153.5p	–	–
1977 dollars	–	r95.4	–	–	r95.3	–	–	96.8	–	–	97.2p	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	r144.7	–	–	r147.4	–	–	r150.1	–	–	152.3	–	–
1977 dollars	–	r95.1	–	–	r95.1	–	–	r96.1	–	–	r96.4	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.0	148.7
1977 dollars	92.2	92.5	92.1	92.1	92.3	92.3	92.9	92.8	93.3	93.7	93.7	93.0	*

[1] Production and nonsupervisory workers.
p = preliminary.
r = revised.
* Not available.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	108.7	114.1	121.9	131.9
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

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Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981							1982						
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp
	Data before seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy[1]	$7.20	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.63	$7.67
Mining	9.93	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.86
Contract construction	10.64	10.79	10.92	11.07	11.16	11.18	11.26	11.59	11.32	11.33	11.32	11.46	11.41	11.52
Manufacturing	7.97	8.02	8.03	8.16	8.16	8.20	8.27	8.42	8.34	8.37	8.42	8.45	8.50	8.55
Transportation and public utilities	9.61	9.67	9.87	9.95	9.94	10.05	10.06	10.10	10.13	10.07	10.14	10.17	10.19	10.24
Wholesale and retail trade	5.88	5.91	5.94	6.04	6.01	6.04	6.02	6.17	6.16	6.16	6.18	6.20	6.19	6.20
Finance, insurance, and real estate	6.25	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.69	6.75
Services	6.33	6.34	6.41	6.52	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.85	6.82	6.88
Wage rates, hired farm labor (quarterly data)	–	(2)	–	–	(2)	–	–	(2)	–	–	(2)	–	–	
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	137.9	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.5	148.4
Mining	147.4	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	160.5
Contract construction	130.4	132.3	133.6	135.5	136.3	136.3	136.7	139.7	136.5	136.8	137.4	139.3	139.2	140.5
Manufacturing	141.3	142.3	142.9	144.7	145.4	146.4	147.4	149.3	149.1	149.8	150.9	151.5	152.4	153.3
Transportation and public utilities	137.9	138.5	141.6	143.0	143.0	144.6	145.0	145.8	146.3	145.4	146.4	147.2	147.2	147.4
Wholesale and retail trade	137.3	138.2	139.1	141.0	140.0	140.8	140.9	143.0	143.3	143.5	144.3	145.2	144.8	145.1
Wholesale trade	138.8	140.2	141.7	142.5	143.3	144.4	144.6	146.7	146.8	146.6	147.5	148.6	147.9	149.0
Retail trade	136.6	137.1	137.7	140.2	138.3	138.9	139.0	141.0	141.4	141.8	142.6	143.4	143.2	143.1
Finance, insurance, and real estate	136.8	137.5	139.7	139.8	140.7	142.6	141.5	143.7	144.9	144.2	145.4	147.9	146.5	147.8
Services	136.0	136.6	138.0	139.7	140.6	142.3	142.3	144.5	144.9	144.6	145.6	146.5	146.3	142.9
	Data after seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy	$7.23	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.66	$7.70
Mining[3]	9.93	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.86
Contract construction	10.73	10.82	10.90	10.95	11.06	11.14	11.22	11.52	11.34	11.39	11.43	11.54	11.51	11.55
Manufacturing	7.99	8.03	8.09	8.14	8.16	8.20	8.20	8.38	8.34	8.37	8.44	8.48	8.52	8.56
Transportation and public utilities	9.70	9.68	9.84	9.86	9.89	9.97	10.02	10.09	10.13	10.15	10.18	10.24	10.29	10.25
Wholesale and retail trade	5.91	5.94	5.98	6.03	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.20	6.21	6.22
Finance, insurance, and real estate[3]	6.25	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	5.77	6.69	6.75
Services	6.39	6.42	6.51	6.54	6.58	6.63	6.65	6.71	6.72	6.72	6.80	6.85	6.88	6.97
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	138.4	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.0	148.7
Mining[3]	147.4	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	160.5
Contract construction	130.9	132.2	132.8	133.5	134.7	135.7	136.6	139.9	137.9	138.1	138.7	139.9	139.7	140.3
Manufacturing	141.5	142.4	143.5	144.7	145.4	146.4	146.9	148.9	149.1	149.9	150.8	151.8	152.5	153.3
Transportation and public utilities	139.6	139.0	141.6	141.5	142.3	143.5	144.3	145.5	146.0	146.3	146.9	148.2	149.0	148.0
Wholesale and retail trade	137.6	138.4	139.7	141.0	140.5	141.3	141.7	142.1	142.5	142.8	143.7	145.1	145.2	145.3
Wholesale trade	139.2	140.5	142.4	142.4	143.5	144.4	144.3	146.3	146.3	146.3	147.1	148.9	148.4	149.3
Retail trade	136.8	137.2	138.2	140.3	138.8	139.6	140.4	139.9	140.4	140.9	141.9	143.1	143.4	143.2
Finance, insurance, and real estate	137.1	137.8	140.1	140.4	141.4	142.6	142.0	143.1	143.3	143.8	144.9	148.0	146.8	148.1
Services	136.7	137.4	139.2	139.7	140.9	142.2	142.6	143.4	143.7	143.9	145.1	146.5	147.1	148.8

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[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980				1981				1982	
	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:										
All persons, business sector	9.9	r10.4	r10.5	r10.7	r10.5	r9.7	r9.4	r8.9	r7.8	7.7
All employees, nonfarm business sector:										
Current dollars	r9.5	r10.2	r10.4	r10.6	r10.6	r9.7	r9.4	r8.9	r7.8	7.6
1977 dollars	r-4.2	r-3.8	r-2.2	r-1.8	r-.6	r0	r-1.2	r-.6	r.4	.7
Average hourly earnings, private nonfarm economy[1]	7.6	8.2	7.9	8.9	9.2	9.2	9.2	8.0	6.8	6.2
Mining[2]	8.0	7.0	7.5	9.1	10.4	7.4	10.7	9.3	8.1	9.7
Contract construction	6.3	7.2	7.4	8.2	9.2	8.2	8.6	8.8	9.1	8.0
Manufacturing	7.4	8.0	9.0	10.3	10.7	10.8	9.9	8.0	7.9	6.8
Transportation and public utilities	8.5	9.6	7.7	9.0	9.5	9.8	9.9	8.3	7.6	6.3
Wholesale and retail trade	7.8	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7	5.2
Finance, insurance, and real estate[2]	9.1	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7	7.4
Services	8.2	9.5	9.2	9.5	9.7	9.4	9.9	9.3	8.4	8.0
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.2	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7	7.2
1977 dollars	-5.2	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3	.5
Mining[2]	8.9	6.5	8.9	10.2	11.1	9.8	10.9	9.9	9.0	7.7
Contract construction	6.1	6.7	7.0	7.7	8.9	7.8	8.1	8.1	8.1	7.2
Manufacturing	9.0	9.6	10.6	10.9	10.7	10.1	9.3	8.6	8.6	7.9
Transportation and public utilities	8.7	9.9	8.1	9.3	9.7	10.2	10.0	8.5	8.1	6.8
Wholesale and retail trade	7.8	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8	5.6
Wholesale trade	8.8	9.0	8.7	8.7	8.6	8.4	8.9	8.5	7.6	6.8
Retail trade	7.2	7.7	8.5	8.8	8.6	8.5	7.8	6.4	4.8	4.9
Finance, insurance, and real estate	8.8	9.7	9.3	10.2	9.7	8.6	8.7	8.0	8.7	7.4
Services	8.7	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1	7.8
Wage rates, hired farm labor[3]	9.7	5.4	11.5	8.5	([4])	([4])	([4])	([4])	([4])	([4])
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	6.8	7.0	6.2	8.0	8.9	9.6	9.3	7.2	5.0	4.9
1977 dollars	-6.5	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-2.2	-1.6

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

[4] Not available.

p = preliminary.

r = revised.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979		1980				1981				1982	
	III	IV	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:												
All persons, business sector	r9.8	r8.8	r12.5	r10.7	r10.1	r9.4	r11.7	r7.5	r9.0	r7.4	r7.3	7.0
All employees, nonfarm business sector:												
Current dollars	r9.6	r9.0	r11.8	r10.4	r10.4	9.7	r11.6	r6.9	r9.2	r7.5	r7.7	6.0
1977 dollars	r-3.9	r-4.6	r-4.1	r-2.5	r2.4	-2.8	r.4	r-.1	r-2.5	r-.3	r4.3	1.3
Average hourly earnings, private nonfarm economy[1]	6.8	7.3	8.3	8.3	7.8	11.2	9.6	8.0	8.0	6.1	5.1	5.6
Mining[2]	1.4	7.1	10.4	9.5	3.4	13.4	15.6	-1.8	16.8	7.7	11.3	3.0
Contract construction	7.1	5.7	5.0	10.8	8.0	6.9	9.0	7.1	9.5	9.5	10.3	2.7
Manufacturing	7.2	7.3	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9	5.7
Transportation and public utilities	14.6	8.3	7.5	8.3	6.9	13.3	9.5	9.8	7.0	7.0	6.7	4.6
Wholesale and retail trade	7.1	8.0	9.6	8.0	8.1	9.2	6.8	7.6	7.0	5.0	3.1	5.8
Finance, insurance, and real estate[3]	8.4	8.0	15.1	7.8	7.7	11.4	13.6	3.9	7.5	8.0	7.4	6.8
Services	9.1	9.4	8.7	10.8	8.0	10.6	9.6	9.3	10.0	8.3	6.0	7.8
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.5	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5	6.3
1977 dollars	-4.6	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5	2.0
Mining[2]	5.0	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0	4.1
Contract construction	6.3	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1	2.4
Manufacturing	7.9	8.8	10.2	11.6	12.0	9.8	9.4	9.4	8.7	7.7	8.7	6.7
Transportation and public utilities	14.5	6.7	7.6	6.9	7.0	13.9	9.1	11.0	6.4	7.7	7.4	5.9
Wholesale and retail trade	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	4.4	6.3
Wholesale trade	8.4	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4	5.0
Retail trade	6.8	7.2	9.4	7.4	10.2	8.3	8.6	6.8	7.4	3.0	2.4	7.0
Finance, insurance, and real estate[3]	10.0	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0	9.1
Services	8.6	9.8	8.5	10.2	7.4	11.8	9.1	8.9	9.3	9.3	5.1	7.4
Wage rates, hired farm labor[2]	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	10.4	6.1	6.6	5.1	7.1	13.3	10.4	7.6	6.0	5.0	1.6	7.2
1977 dollars	-2.9	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4	3.0

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

* Not available.

p = preliminary.

r = revised.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981						1982						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp
Average hourly earnings, private nonfarm economy[1]	9.0	9.4	9.2	8.3	8.0	7.5	7.4	6.8	6.2	6.3	6.4	6.0	5.9
Mining[2]	11.2	10.5	10.4	9.5	9.5	8.9	9.0	7.8	7.9	9.7	10.1	9.0	7.6
Contract construction	8.7	8.6	8.5	8.6	8.9	8.7	10.8	8.3	8.2	8.1	8.5	7.3	6.7
Manufacturing	10.0	9.9	9.8	8.8	7.9	7.3	9.0	7.6	7.2	6.8	6.8	6.6	6.6
Transportation and public utilities	8.9	10.4	10.3	8.2	8.4	8.3	8.4	7.4	7.1	6.6	6.2	6.1	5.9
Wholesale and retail trade	8.0	8.1	8.4	7.5	6.9	7.0	6.5	5.5	5.2	5.3	5.3	5.1	4.7
Finance, insurance, and real estate[2]	8.8	9.4	5.8	8.6	8.3	7.6	7.4	6.4	6.3	6.9	8.3	7.0	7.5
Services	9.4	10.2	10.1	9.7	9.4	8.8	9.3	8.2	7.7	8.3	8.0	7.7	8.6
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	8.6	9.3	9.3	8.6	8.4	8.2	8.3	7.5	7.2	7.2	7.3	7.0	6.9
1977 dollars	-1.7	-1.4	-1.4	-1.4	-.9	-.4	.1	.1	.6	.8	.8	.1	
Mining	11.0	10.7	10.9	10.1	10.2	9.6	9.8	8.8	8.2	7.3	7.6	8.3	7.7
Contract construction	8.4	8.0	8.0	8.1	8.3	8.0	9.7	7.5	7.2	7.3	7.7	6.8	6.2
Manufacturing	9.3	9.3	9.4	9.0	8.8	8.5	9.1	8.4	8.2	8.0	8.0	7.8	7.7
Transportation and public utilities	9.0	10.7	10.5	8.4	8.8	8.7	8.8	7.9	7.6	7.0	6.8	6.7	6.4
Wholesale and retail trade	7.8	8.2	8.6	7.4	6.9	7.1	6.2	5.8	5.4	5.5	5.8	5.5	5.0
Wholesale trade	8.5	9.4	8.8	9.0	8.3	8.1	8.4	7.7	6.8	6.8	7.1	6.6	6.3
Retail trade	7.4	7.5	8.4	6.5	6.2	6.6	5.0	4.6	4.7	4.8	5.1	4.8	4.3
Finance, insurance, and real estate	8.5	9.1	8.6	8.4	8.1	7.5	7.4	6.4	6.2	7.0	8.2	7.1	7.4
Services	9.4	10.0	9.6	9.5	9.2	8.9	8.8	8.1	7.5	7.9	7.8	7.6	8.3
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.9	9.7	8.2	7.7	7.4	6.6	3.8	6.2	5.0	4.6	5.2	4.7	4.7
1977 dollars	-.8	-1.0	-2.2	-2.1	-1.8	-1.9	r-4.1	-1.1	-1.5	-1.4	-1.2	-2.0	-.2

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

r = revised.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981						1982						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp
Average hourly earnings, private nonfarm economy[1]	7.9	6.4	7.8	7.4	7.4	6.5	7.0	5.2	4.7	5.2	5.4	5.4	4.8
Mining[2]	6.6	5.6	8.9	11.4	15.2	9.9	11.4	10.1	6.9	8.0	5.3	8.0	4.0
Contract construction	8.2	8.4	8.1	9.5	9.6	9.3	13.4	8.2	8.2	6.8	7.3	5.2	.5
Manufacturing	9.0	9.0	8.6	6.7	6.6	5.3	8.9	6.3	5.7	7.0	6.9	8.0	4.3
Transportation and public utilities	8.1	8.9	8.2	7.2	7.0	6.7	8.6	6.0	6.0	6.0	5.5	5.5	3.2
Wholesale and retail trade	7.8	7.0	7.3	6.2	5.8	5.8	5.1	4.1	3.0	4.4	4.7	4.3	4.3
Finance, insurance, and real estate[2]	5.6	5.2	6.2	7.2	8.8	7.2	9.1	7.7	6.4	6.6	7.8	6.9	5.9
Services	9.3	9.9	9.8	9.8	9.4	8.3	9.2	6.6	5.6	6.8	6.7	7.0	7.9
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	8.1	8.7	8.7	8.1	8.0	7.6	8.6	6.4	3.7	6.3	6.6	6.4	5.3
1977 dollars	-1.3	-.3	-1.3	-2.0	-1.4	-1.4	1.6	.5	2.6	3.7	3.0	1.5	*
Mining[2]	9.8	8.8	10.7	7.7	10.8	8.3	9.8	8.9	5.8	6.9	4.5	8.3	5.6
Contract construction	7.2	7.3	7.3	8.5	9.1	8.9	12.1	7.7	7.0	6.1	6.3	4.6	.6
Manufacturing	8.9	9.1	9.2	8.4	8.4	7.8	9.3	8.0	7.3	7.6	7.8	7.9	6.0
Transportation and public utilities	8.2	9.4	8.3	7.4	7.0	7.8	9.5	6.3	6.8	6.5	6.7	6.7	3.5
Wholesale and retail trade	7.0	7.5	8.3	6.4	6.0	6.0	5.5	4.1	2.6	4.7	5.6	4.9	4.5
Wholesale trade	8.4	9.5	7.8	8.7	7.8	7.5	8.5	3.7	5.6	5.0	6.4	5.7	4.1
Retail trade	6.2	6.4	8.6	5.1	5.1	5.2	3.9	3.2	.9	4.5	5.1	4.4	4.8
Finance, insurance, and real estate	7.1	8.2	7.5	8.9	8.6	7.4	7.9	4.6	4.9	5.1	7.7	6.8	7.0
Services	8.7	9.6	9.1	9.6	9.4	8.8	9.0	6.6	6.0	6.2	6.2	6.4	7.6
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	6.0	8.4	5.9	5.6	5.6	5.2	1.6	4.1	4.1	4.0	4.8	4.2	7.9
1977 dollars	-3.2	-.6	-3.8	-4.3	-3.6	-3.5	-4.9	-1.7	.9	1.5	1.3	-.6	5.6

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 9. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits), civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Civilian nonfarm workers[1]	-	104.5	106.3	-	1.9	1.7	-	-	-
Workers, by occupational group									
White-collar workers	-	104.9	106.5	-	2.1	1.5	-	-	-
Blue-collar workers	-	104.1	105.7	-	1.8	1.5	-	-	-
Service workers	-	104.2	107.2	-	1.4	2.9	-	-	-
Workers, by industry division									
Manufacturing	-	104.0	106.0	-	1.9	1.9	-	-	-
Nonmanufacturing	-	104.8	106.4	-	1.9	1.5	-	-	-
Services	-	107.1	108.2	-	2.6	1.0	-	-	-
Public administration[2]	-	106.0	108.1	-	1.6	2.0	-	-	-
Private nonfarm workers[3]	98.1	104.0	105.8	3.6	2.0	1.7	10.7	9.8	7.8
Workers, by occupational group									
White-collar workers	98.3	104.0	105.8	3.9	2.2	1.7	10.8	10.1	7.6
Blue-collar workers	97.8	104.0	105.6	3.0	1.8	1.5	10.7	9.6	8.0
Service workers	99.3	103.1	106.7	5.4	1.2	3.5	10.5	9.3	7.5
Workers, by industry division									
Manufacturing	98.0	104.0	106.0	3.5	1.9	1.9	10.5	9.8	8.2
Nonmanufacturing	98.2	103.9	105.7	3.7	1.9	1.7	10.9	9.7	7.6
State and local government workers	-	107.4	108.8	-	2.0	1.3	-	-	-
Workers, by occupational group									
White-collar workers	-	107.8	109.1	-	2.0	1.2	-	-	-
Blue-collar workers	-	105.9	108.2	-	1.8	2.2	-	-	-
Workers, by industry division									
Services	-	107.9	109.0	-	2.0	1.0	-	-	
Schools	-	107.9	108.9	-	1.8	.9	-	-	-
Elementary and secondary	-	108.3	109.3	-	1.9	.9	-	-	-
Hospitals and other services[4]	-	107.8	109.5	-	2.7	1.6	-	-	-
Public administration[2]	-	106.0	108.1	-	1.6	2.0	-	-	-

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[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social, and health services.

- Data not available.

Table 10. Employment Cost Index for wages and salaries, civilian nonfarm workers,[1] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Civilian nonfarm workers[1]	-	104.4	106.3	-	1.9	1.8	-	-	-
Workers, by occupational group									
White-collar workers	-	104.7	106.7	-	2.0	1.9	-	-	-
Blue-collar workers	-	104.0	105.5	-	1.6	1.4	-	-	-
Service workers	-	103.6	106.8	-	1.1	3.1	-	-	-
Workers, by industry division									
Manufacturing	-	104.0	105.9	-	1.9	1.8	-	-	-
Nonmanufacturing	-	104.5	106.5	-	1.8	1.9	-	-	-
Services	-	106.6	108.6	-	2.1	1.9	-	-	-
Public administration[2]	-	105.5	107.5	-	1.6	1.9	-	-	-
Private nonfarm workers[3]	98.0	103.8	105.9	2.7	1.8	2.0	9.3	8.8	8.1
Workers, by occupational group									
White-collar workers	98.1	103.9	106.2	3.1	2.1	2.2	9.3	9.1	8.3
Blue-collar workers	97.7	103.9	105.4	2.0	1.6	1.4	9.3	8.6	7.9
Service workers	99.2	102.7	106.7	4.7	.9	3.9	9.3	8.3	7.6
Workers, by industry division									
Manufacturing	97.9	104.0	105.9	2.2	1.9	1.8	8.8	8.7	8.2
Nonmanufacturing	98.1	103.8	105.9	3.0	1.8	2.0	9.6	9.0	8.0
State and local government workers	-	107.0	108.2	-	1.9	1.1	-	-	-
Workers, by occupational group									
White-collar workers	-	107.5	108.5	-	2.0	.9	-	-	-
Blue-collar workers	-	105.5	107.5	-	1.5	1.9	-	-	-
Workers, by industry division									
Services	-	107.6	108.4	-	2.0	.7	-	-	-
Schools	-	107.7	108.3	-	1.9	.6	-	-	-
Elementary and secondary	-	107.9	108.7	-	1.8	.7	-	-	-
Hospitals and other services[4]	-	107.3	108.8	-	2.6	1.4	-	-	-
Public administration[2]	-	105.5	107.5	-	1.6	1.9	-	-	-

[1] Excludes private household and Federal government workers.
[2] Consists of legislative, judicial, administrative, and regulatory activities.
[3] Excludes private household workers.
[4] Includes, for example, library, social, and health services.
- Data not available.

Table 11. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Private nonfarm workers[1]	98.0	103.8	105.9	2.7	1.8	2.0	9.3	8.8	8.1
Workers, by occupational group									
White-collar workers	98.1	103.9	106.2	3.1	2.1	2.2	9.3	9.1	8.3
Professional and technical workers	98.2	105.5	108.0	3.1	2.1	2.4	10.2	10.7	10.0
Managers and administrators	98.6	102.8	105.8	4.1	1.2	2.9	8.8	8.6	7.3
Sales workers	96.2	101.9	102.2	1.5	4.0	.3	8.7	7.5	6.2
Clerical workers	98.6	104.2	107.0	3.0	1.5	2.7	9.2	8.9	8.5
Blue-collar workers	97.7	103.9	105.4	2.0	1.6	1.4	9.3	8.6	7.9
Craft and kindred workers	97.8	104.3	106.2	1.8	1.4	1.8	9.6	8.5	8.6
Operatives, except transport	97.8	104.1	105.4	2.4	2.0	1.2	9.4	9.0	7.8
Transport equipment operatives	96.8	102.7	103.2	1.5	1.7	.5	8.6	7.8	6.6
Nonfarm laborers	97.5	103.3	104.1	1.9	1.8	.8	8.8	7.9	6.8
Service workers	99.2	102.7	106.7	4.7	.9	3.9	9.3	8.3	7.6
Workers, by industry division									
Manufacturing	97.9	104.0	105.9	2.2	1.9	1.8	8.8	8.7	8.2
Durables	97.9	104.5	106.3	2.3	2.4	1.7	9.6	9.2	8.6
Nondurables	97.8	103.1	105.3	2.2	1.1	2.1	7.5	7.7	7.7
Nonmanufacturing	98.1	103.8	105.9	3.0	1.8	2.0	9.6	9.0	8.0
Construction	97.6	104.3	105.9	1.8	1.3	1.5	9.4	8.8	8.5
Transportation and public utilities	97.7	103.6	105.7	2.3	1.6	2.0	10.8	8.4	8.2
Wholesale and retail trade	98.2	102.3	103.9	3.2	1.0	1.6	8.5	7.6	5.8
Wholesale trade	98.5	103.4	106.3	2.7	1.4	2.8	9.8	7.8	7.9
Retail trade	98.1	101.9	103.0	3.4	.9	1.1	8.0	7.5	5.0
Finance, insurance, and real estate	95.7	102.3	103.7	2.7	4.1	1.4	9.8	9.9	8.4
Services	99.6	105.6	108.8	4.0	2.1	1.8	10.1	10.6	9.2

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[1] Excludes private household workers.

Table 12. Employment Cost Index for compensation (wages, and employer cost for employee benefits), private nonfarm workers,[1] by bargaining status and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Workers, by bargaining status									
Union	97.6	104.8	106.5	3.1	2.2	1.6	11.8	10.7	9.1
Manufacturing	–	104.6	106.3	–	2.2	1.6	–	–	–
Nonmanufacturing	–	105.0	106.8	–	2.2	1.7	–	–	–
Nonunion	98.4	103.5	105.3	4.0	1.8	1.7	10.2	9.4	7.0
Manufacturing	–	103.5	105.7	–	1.7	2.1	–	–	–
Nonmanufacturing	–	103.5	105.2	–	1.8	1.6	–	–	–
Workers, by area size									
Metropolitan areas	98.1	104.1	105.7	3.6	2.0	1.5	10.9	9.9	7.7
Other areas	98.1	103.2	106.2	4.1	1.4	2.9	10.4	9.6	8.3

[1] Excludes private household workers.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 13. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982	March 1981	December 1981	March 1982
Workers, by bargaining status									
Union	97.4	105.0	106.5	1.7	2.2	1.4	10.2	9.6	9.3
Manufacturing	97.7	104.7	105.9	1.7	2.0	1.1	10.1	8.9	8.4
Nonmanufacturing	97.1	105.2	107.0	1.7	2.3	1.7	10.4	10.2	10.2
Nonunion	98.2	103.2	105.6	3.3	1.6	2.3	8.9	8.5	7.5
Manufacturing	97.9	103.3	105.9	2.7	1.6	2.5	7.6	8.3	8.2
Nonmanufacturing	98.3	103.2	105.5	3.5	1.6	2.2	9.4	8.6	7.3
Workers, by region									
Northeast	98.3	104.4	106.1	2.4	2.7	1.6	8.5	8.8	7.9
South	98.0	102.8	105.7	3.3	.9	2.8	9.3	8.3	7.9
North Central	98.1	103.3	104.7	3.0	1.7	1.4	9.4	8.4	6.7
West	97.9	105.1	107.9	2.7	1.8	2.7	10.9	10.3	10.2
Workers, by area size									
Metropolitan areas	97.8	104.0	105.9	2.6	1.9	1.8	9.5	9.0	8.2
Other areas	98.3	103.1	106.0	3.3	1.3	2.8	9.1	8.4	7.8

[1] Excludes private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending													
	1979				1980				1981				1982	
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]														
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0	3.5
Over life of contract[3]	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	6.4	6.3	6.2	2.9
Wage-rate adjustments in-														
All industries														
First year	7.0	7.9	7.6	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.4	5.1
Contracts with COLA clauses[4]	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.4	2.7
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.6	11.5	9.1
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.9	7.1	7.0	7.6	8.0	7.9	6.7	4.1
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	3.0	1.9
Contracts without COLA clauses	7.0	7.6	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.5	7.9
Manufacturing														
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.8	7.4	7.0	7.3	7.4	7.2	5.6	2.8
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	3.1	1.6
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.6	9.4	8.2
Over life of contracts[3]	6.8	7.7	5.6	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.9	2.5
Contracts with COLA clauses	5.6	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.6	2.8	1.5
Contracts without COLA clauses	7.6	8.1	8.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.1	7.0
Nonmanufacturing														
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.8	11.2	11.4	11.2	9.4	7.1
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1	4.5
Contracts without COLA clauses	7.5	8.4	8.8	8.8	9.0	10.7	11.7	12.1	11.9	12.7	12.3	12.1	12.0	9.4
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	8.4	8.2	8.3	8.3	8.6	9.4	8.6	7.4	5.5
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.6	3.1	2.4
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	9.6	8.2
Construction														
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.2	10.1
Contracts with COLA clauses	5.2	9.1	8.7	8.7	13.5	13.9	13.9		13.9	12.0	8.8	8.8	8.8	7.8
Contracts without COLA clauses	6.9	8.3	8.9	8.8	8.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.6	10.1
Over life of contract[3]	6.4	8.0	8.3	8.3	8.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.2	8.8
Contracts with COLA clauses	4.6	7.3	4.6	4.8	4.8	6.9	8.8	8.6	8.8	9.2	8.4	8.4	8.4	4.9
Contracts without COLA clauses	6.5	8.0	8.3	8.4	8.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.4	8.8

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost-of-Living Adjustment clause.

NOTE: Some of the previously published data for 1979 through 1981 are revised as a result of change in estimation procedures that improve rounding precision.

Table 15. Average percent changes in wages and compensation provided by major collective bargaining settlements[1] by year and by quarter

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982	
							IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]																	
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.5	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.9	2.1
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	8.3	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.2	1.6
Wage adjustments in—																	
All industries:																	
First year	8.4	7.8	7.6	7.4	9.5	9.8	8.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0	3.0	2.9
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.5	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	5.9	4.5	1.1	1.6
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	8.3	6.3
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	7.9	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7	2.8	2.7
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.0	1.4
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	7.7	6.2
Manufacturing:																	
First year	8.9	8.4	8.3	6.9	7.4	7.2	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6	2.5	1.3
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.0	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	5.0	4.5	1.3	1.2
Contracts without COLA clauses	9.6	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	7.6	7.1
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.1	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4	2.7	1.2
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.7	1.1
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	3.4	2.6
Nonmanufacturing:																	
First year	7.7	7.4	7.4	8.0	10.9	11.2	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	3.4	6.2
Contracts with COLA clauses	8.1	7.9	6.5	7.0	9.7	8.9	6.3	8.7	11.6	9.8	5.8	8.2	8.5	3.0	9.8	.8	4.5
Contracts without COLA clauses	7.4	7.0	7.9	8.8	12.2	13.5	8.4	10.5	11.5	13.3	12.3	8.6	13.1	12.2	9.2	8.6	6.8
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.9	5.9
Contracts with COLA clauses	6.6	5.5	5.3	5.5	5.7	5.8	7.1	6.5	6.8	5.6	4.3	7.1	7.9	4.3	4.7	.4	3.4
Contracts without COLA clauses	7.0	6.6	6.9	8.0	10.8	9.9	7.3	9.0	10.3	11.8	10.6	8.0	10.7	9.5	8.5	7.9	6.8
Construction:																	
First year	6.1	6.3	6.5	8.8	13.6	13.5	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4	9.1	5.8
Contracts with COLA clauses	7.3	8.2	-	8.7	13.9	8.6	-	-	13.8	13.9	-	16.5	8.6	8.5	-	-	-
Contracts without COLA clauses	6.1	6.0	-	8.8	13.6	13.9	7.5	10.8	12.1	15.9	14.3	11.2	13.5	16.5	11.3	-	-
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9	6.0
Contracts with COLA clauses	6.0	7.3	-	4.8	8.8	8.4	-	-	7.2	9.6	-	8.7	8.4	8.7	-	-	-
Contracts without COLA clauses	6.2	6.1	-	8.4	12.0	11.6	7.8	9.1	10.8	14.1	12.0	10.4	11.5	12.4	11.7	-	-

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[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA=Cost of Living Adjustment clause.

p = preliminary.

Table 16. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982	
							IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	1.0	1.9
Adjustments resulting from —																	
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.2	.3
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.6	1.3
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6	.3	.2
Total in—																	
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.9	.9
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0	2.6
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.2	1.7
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7	4.8
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.9	1.4
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.2	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.6	1.4
Services	5.7	6.7	8.8	7.0	8.1	9.6	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.6	2.3

[1] Data relate to private nonfarm industry agreements covering 1,000 or more production and related workers in manufacturing and 1,000 or more nonsupervisory workers in nonmanufacturing industries.

NOTE Because of rounding and compounding, sums of individual items may not equal totals.

p = prelimnary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 81	9.8	9.8	10.7	9.5	8.6
Northeast	October 81	9.6	9.7	9.9	9.1	8.6
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.6	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 82	9.2	7.4	9.6	8.9	8.9
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passaic	April 82	9.1	9.4	9.2	9.8	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	6.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	May 82	–	–	–	10.0	–
Poughkeepsie-Kingston-Newburgh	May 82	8.5	–	9.1	8.3	9.5
Providence-Warwick-Pawtucket	June 81	9.6	7.9	9.5	8.1	9.0
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 82	8.6	9.1	6.9	10.2	8.2
York	February 82	9.2	10.0	8.3	10.4	8.8
South	October 81	10.2	10.7	11.7	9.9	8.4
Atlanta	May 82	8.7	8.8	8.4	7.5	5.0
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 82	10.9	12.4	11.8	10.4	5.2
Houston	May 82	9.9	11.1	9.6	9.3	3.8
Huntsville	February 82	7.0	–	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 81	11.2	9.5	–	11.1	9.1
Richmond	June 82	8.6	9.5	13.3	7.7	4.9
San Antonio	May 82	8.4	9.6	–	–	4.1
Washington	March 82	8.7	9.5	–	7.6	4.1
North Central	October 81	9.2	8.9	10.5	9.4	8.4
Chicago	March 81	8.9	9.1	11.2	7.6	6.8
Cincinnati	July 81	9.6	9.1	10.7	9.3	9.3
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 82	10.2	9.8	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 81	–	–	–	9.7	11.0
Indianapolis	October 81	7.5	9.3	8.8	8.0	6.1
Kansas City	September 81	9.5	8.6	10.1	9.6	9.1
Milwaukee	May 82	9.3	9.7	9.6	8.1	6.1
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	8.2
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 82	7.2	6.4	8.2	5.6	5.2
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	October 81	10.5	11.1	11.7	9.7	9.1
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	9.7
Billings	July 82	6.2	–	–	8.7	–
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 81	9.9	7.7	–	11.5	11.6
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.8
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Major Collective Bargaining Settlements in Private Industry, First 6 Months 1982

Major collective bargaining settlements reached in private industry during the first 6 months of 1982 provided specified wage adjustments that averaged 3.0 percent in the first contract year. Wage adjustments averaged 2.7 percent each year over the life of the contracts. These averages compare with 7.7 and 6.0 percent respectively when the same parties bargained previously (usually 2 to 3 years ago).

Nearly three-fifths of the 1.9 million workers covered by settlements reached in the first half of 1982 will receive no specified wage increase (a few will have a decrease) during the life of the agreement; the remaining workers are scheduled to receive at least one increase.

The Bureau's major collective bargaining settlements series cover 8.7 million workers in private industry bargaining units with at least 1,000 workers. In addition to the average settlement data presented above, data are published on "effective wage adjustments" which reflect current actual wage adjustments received during the period. Effective wage adjustments are changes under current settlements, deferred from agreements reached earlier, and those resulting from cost-of-living adjustment (COLA) clauses.

Settlements reached in the first 6 months of 1982

More than nine-tenths of the workers whose settlements provided no specified wage increase are in the automobile and trucking industries. The remaining workers are in the rubber, farm implement, steel production, food processing, and construction industries. Nearly all workers not scheduled for a specified wage increase may receive COLA wage increases. (COLAs are not included in average settlement calculations because they depend on unknown future changes in the Consumer Price Index (CPI).)

About two-fifths of the workers covered by major bargaining settlements in the first half of 1982 are scheduled to receive specified wage increases. When only those receiving wage increases are taken into account, the average is 7.0 percent in the first contract year and 6.2 percent annually over the life of the contract. Most workers will receive at least some of their increase the first year, but about five percent will receive no increase until the second year. Workers in the construction and apparel manufacturing industries each accounted for about one-fourth of those who will receive a wage increase from these settlements. Workers in a variety of industries, including air and rail transportation, retail trade, and finance, insurance, and real estate, accounted for the rest.

Three-fourths of the workers covered by settlements with COLA clauses will not receive a specified wage increase during the life of the contract. Therefore, the average size of settlements with COLA clauses was much lower than usual, accentuating the difference between contracts with and without COLA. First-year negotiated adjustments averaged 1.4 percent in settlements with COLA clauses compared with 7.2 percent in those without such clauses. Wage adjustments over the life of the contracts were 1.2 percent and 6.8 percent, respectively. Settlements with COLA clauses had an average duration of 33 months; those without such clauses averaged 25 months.

Most workers covered by first half settlements continued to have COLA protection. COLA clauses covered 1,369,000 workers or 73 percent of those under settlements concluded during the first half of 1982. About 130,000 workers are under agreements that introduced or reestablished COLA clauses, primarily in the apparel industry, while 42,000 workers are covered by settlements that dropped COLA coverage.

Construction industry settlements, which covered 11 percent of the workers under settlements reached during the period, were the smallest since the first half of 1978. Wage adjustments averaged 6.6 percent the first year and 6.7 percent over the life of the agreements compared with 11.1 and 9.9 percent respectively when the same parties previous bargained. The average duration for these contracts dropped from 26.1 months under the previous agreements to 23.4 months.

The Bureau also measures compensation (wage and benefit cost) changes in settlements covering at least 5,000 workers. In the first half, such settlements provided adjustments that average 2.0 percent in the first contract year and 1.5 percent over the life of the agreements.

Effective wage adjustments

Effective wage adjustments (both increases and decreases) under collective bargaining agreements result from (1) settlements reached during the period, (2) deferred changes made under agreements negotiated in earlier periods, and (3) COLA provisions. Approximately 5.1 million workers received wage adjustments averaging 4.9 percent in the first 6 months of 1982; when prorated over all 8.7 million workers covered by major agreements, wage adjustments implemented during the first half of the year averaged 2.9 percent. About 3.6 million workers, including 1,044,000 under new settlements, had no wage change in the period.

Average wage changes (in percent) in the first 6 months were as follows:

	For workers receiving adjustments	*For all workers (prorated)*
All adjustments	4.9	2.9
New settlements	7.6	.5
Deferred adjustments	6.3	1.9
COLA increases	1.8	.5

COLA clauses are designed to help workers recover purchasing power was through price increases. The proportion of purchasing power recovered under individual bargaining agreements depends on the formula used to relate wage changes to price changes, the timing of COLA reviews, and possible "caps" on the amount of COLA increases. COLA reviews scheduled during the first half of 1982 for 2.4 million workers yielded approximately three-fourths of the rise in consumer prices during the months of COLA review. Increases averaged 1.8 percent.

Approximately 123,000 workers had at least one COLA review that did not result in any wage adjustment. For 64 percent of these workers no adjustment was made because the minimum change in the CPI was not reached; for 24 percent (primarily in the construction industry) the money generated by the COLA formula was allocated to finance employee benefits. Most of the remainder did not get an adjustment because the "cap" or maximum was reached earlier. In addition, COLA reviews that had been scheduled for 777,000 workers were eliminated by terms agreed to under unscheduled contract reopenings.

Bargaining activity, third quarter 1982

During the July-September 1982 period, 127 major agreements, covering 634,000 workers, are due to expire or may be reopened for wage negotiations. In addition, at least 130 agreements, covering 750,000 workers, expired prior to July 1, but new agreements had not been reached or ratified by the end of June.

Approximately 2.4 million workers are scheduled to receive deferred wage increases, averaging 4.4 percent, during the third quarter. These increases will be paid under provisions of existing bargaining agreements negotiated earlier. About 2.4 million workers, principally in the communications, steel, and non-electrical equipment industries, are scheduled for COLA reviews.

Explanatory note about the data

This summary covers major collective bargaining units—those with 1,000 workers or more—in private nonfarm industry. It is limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing. About 1 out of 8 wage and salary workers in private industry (excluding households) is covered by a major bargaining agreement.

Settlement data

Percentage changes in wage rates are calculated by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, measures of compensation (wages and benefits) changes are calculated by dividing the change in the value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (e.g., methods of financing pensions or composition of the labor force) will remain constant. The data, therefore, are measures of negotiated change and not of total changes in employer cost.

Data for settlements include specified first-year and deferred wage changes, but exclude potential wage changes resulting from COLA clauses. Settlements reached under both scheduled and unscheduled contract reopenings are included in the settlement data.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Effective wage adjustment data

Effective wage adjustments (both increases and decreases) are calculated by dividing wage changes implemented in a period by the average hourly wage rate at the beginning of the period.

Wage changes under COLA clauses are based on changes in the Consumer Price Index or other index specified in the contract for a specified review period. The average COLA adjustment is compared to the change in the index during the period used in calculating the amount COLA changes.

The tables

Table 1 summarizes data on settlements concluded during the first 6 months of 1982. Measures are expressed as average wage "adjustments" to include settlements in which wage rates are increased, decreased, or unchanged.

Table 2 through 5 show the distribution of workers by the average change in individual settlements. Means and medians are computed from these averages, which are weighted by the number of workers affected.

Table 6 provides data on settlements by contract duration.

Tables 7 and 8 provide quarterly data from 1980 through the second quarter of 1982. Table 7 shows settlement data by industry; table 8 provides effective adjustment data.

Additional historical settlement and wage-rate change information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics.

Data on public sector settlements of 5,000 workers or more are collected separately. Information on these units for the first half of 1982 was released in August.

PRELIMINARY

Table 1. Percentage changes in wage rates and compensation in settlements reach in the first 6 months, 1982.

Characteristic	First-year change[1]	Annual change over life of contracts[2]	Number of workers (000's)
Wage-rate changes in settlements covering 1,000 workers or more:			
All industries	3.0	2.7	1,885
Contracts with COLA clauses	1.4	1.2	1,369
Contracts without COLA clauses	7.2	6.8	516
Manufacturing	1.7	1.7	1,044
Contracts with COLA clauses	1.3	1.3	943
Contracts without COLA clauses	5.8	5.2	101
Nonmanufacturing	4.5	4.1	840
Contracts with COLA clauses	1.6	1.1	426
Contracts without COLA clauses	7.5	7.2	415
Construction	6.6	6.7	221
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)
All industries excluding construction	2.5	2.2	1,664
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)
Nonmanufacturing excluding construction	3.8	3.2	620
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)
Compensation changes in settlements covering 5,000 workers or more			
All industries	2.0	1.4	1,423
Contracts with COLA	1.4	0.8	1,278
Contracts without COLA clauses	8.0	7.6	145
Manufacturing	1.0	0.7	903
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)
Nonmanufacturing	3.9	2.8	520
Contracts with COLA clauses	2.5	1.1	389
Contracts without COLA clauses	8.1	7.6	131
Construction	7.7	7.4	81
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)
All industries excluding construction	1.7	1.1	1,342
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)
Nonmanufacturing excluding construction	3.2	1.9	439
Contracts with COLA clauses	(3)	(3)	(3)
Contracts without COLA clauses	(3)	(3)	(3)

---

[1] Change effective within first 12 months of contract term.

[2] Total change over contract term expressed as an average annual (compound) rate.

[3] Data do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 2. First-year wage-rate adjustments in settlements covering 1,000 or more, workers first 6 months of 1982

Rate of adjustment[1]	Percent of workers affected		
	All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	56	70	42
Decreases	([2])	([2])	([2])
Increases	42	30	57
Under 2 percent	1	([2])	1
2 and under 4 percent	8	9	8
4 and under 6 percent	9	12	5
6 and under 8 percent	6	3	11
8 and under 10 percent	10	4	17
10 and under 12 percent	5	2	9
12 percent and over	3	1	5
Number of workers (in thousands)	1,885	1,044	840
Mean adjustment (percent)	3.0	1.7	4.5
Median adjustment (percent)	0	0	3.6

[1] Percent of estimated average hourly earnings, excluding overtime. Presents changes in wage rates decided upon during the period and effective within 12 months of the effective date of the agreement.

[2] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 3. Annual rate of wage-rate adjustments in settlements covering 1,000 or more, workers first 6 months of 1982

Rate of adjustment[1]	Percent of workers affected		
	All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	55	69	39
Decreases	([2])	([2])	([2])
Increases	44	31	61
Under 2 percent	4	2	6
2 and under 4 percent	3	1	5
4 and under 6 percent	16	20	11
6 and under 8 percent	9	4	15
8 and under 10 percent	9	3	16
10 and under 12 percent	3	1	5
12 percent and over	1	–	2
Number of workers (in thousands)	1,885	1,044	840
Mean adjustment (percent)	2.7	1.7	4.1
Median adjustment (percent)	0	0	3.6

[1] Percent of estimated average hourly earnings, excluding overtime. Presents the total amount of wage adjustments over the life of the agreement, reduced to an average annual (compound) rate.

[2] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 4. Annual rate of compensation adjustments in settlements covering 5,000 or more, workers first 6 months of 1982

Rate of adjustment[1]	Percent of workers affected: First year adjustment[2]	Percent of workers affected: Adjustment averaged over life of contract[3]
All actions	100	100
No wage change	1	2
Decreases	13	46
Increases	87	53
Under 2 percent	58	27
2 and under 4	7	2
4 and under 6 percent	10	14
6 and under 8 percent	4	5
8 and under 10 percent	3	4
10 percent and over	5	1
Number of workers (in thousands)	1,423	1,423
Mean adjustment (percent)	2.0	1.4
Median adjustment (percent)	1.3	.4

[1] Percent of estimated average hourly compensation.

[2] Changes in wages and benefits decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in wages and benefits levels by the end of the contract period, expressed as an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlements.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 5. Annual rate of adjustment in compensation and wages in construction settlements covering 1,000 or more, workers first 6 months of 1982

Rate of adjustment[1]	Percent of workers affected			
	Compensation		Wages alone	
	First-year adjustment[2]	Adjustment averaged over life of contract[3]	First-year adjustment[2]	Adjustment averaged over life of contract[3]
All actions	100	100	100	100
No change	1	2	10	4
Decreases	–	–	–	–
Increases	99	98	90	96
Under 2 percent	9	2	4	2
2 and under 4 percent	8	16	12	16
4 and under 6 percent	14	12	15	17
6 and under 8 percent	27	29	18	22
8 and under 10 percent	17	25	19	21
10 and under 12 percent	14	8	13	12
12 and under 14 percent	6	5	5	5
14 percent and over	4	–	3	1
Number of workers (in thousands)	221	221	221	221
Mean adjustment (percent)	7.6	7.1	6.8	6.7
Median adjustment (percent)	7.5	6.9	7.2	6.9

[1] Percent of estimated average compensation in construction (wages and benefits) and percent of estimated average hourly earnings, excluding overtime (wages alone).

[2] Changes decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in pay levels by the end of the contract period, expressed as an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlement.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 6. Average wage-rate adjustments in settlements covering 1,000 or more workers reached during first 6 months of 1982, by duration of contract

Characteristics	Contract duration			
	6 months to under 18 months	18 months to under 30 months	30 months to under 42 months	All contracts[1]
Number of settlements	50	89	126	270
Number of workers (in thousands)	128	730	1,021	1,885
Average duration (months)	12.1	27.5	35.4	30.8
Percent adjustment in:				
First contract year	5.8	2.3	3.0	3.0
Second contract year	(3)	2.0	2.7	[2]2.4
Third contract year	-	(3)	2.8	[4]1.7
Average annual change over life of contract	6.0	2.2	2.7	2.7

[1] Includes 5 contracts covering 6,200 workers with a duration of 48 months not shown separately.

[2] Average is based only on settlements with a duration greater than 12 months.

[3] Less than 0.05 percent.

[4] Average is based only on settlements with a duration greater than 24 months.

PRELIMINARY

Table 7. Average quarterly wage and compensation adjustments for settlements reached in 1980-second quarter 1982

Characteristics	Full year 1980	1981					1982	
		I	II	III	IV	Full year[1]	I[1]	II[2]
Wage rate adjustments (1,000 workers or more)								
First-year:								
All industries	9.5	7.1	11.8	10.8	9.0	9.8	3.0	2.9
Manufacturing	7.4	6.4	8.2	9.0	6.6	7.2	2.5	1.3
Nonmanufacturing	10.9	8.4	12.5	11.6	9.6	11.2	3.4	6.2
Construction	13.6	11.4	12.9	16.4	11.4	13.5	9.1	5.8
All industries excluding construction	8.4	6.9	10.6	8.8	9.0	8.6	2.6	2.4
Nonmanufacturing excluding construction	9.5	8.0	11.8	8.6	9.6	9.8	2.6	6.5
Average annual change over life of contract:								
All industries	7.1	6.2	9.7	8.7	5.7	7.9	2.8	2.7
Manufacturing	5.4	5.5	6.7	7.5	5.4	5.1	2.7	1.2
Nonmanufacturing	8.3	7.7	10.3	9.2	5.6	[illegible]	2.9	5.9
Construction	11.5	10.3	11.1	12.4	11.7	[illegible]	8.9	6.0
All industries excluding construction	6.0	6.0	8.3	7.3	5.6	[illegible]	2.3	2.1
Nonmanufacturing excluding construction	6.6	7.3	9.1	7.2	5.6	[illegible]	2.1	5.7
Compensation adjustments (5,000 workers or more)								
First-year	10.4	7.7	11.6	10.5	11.0	10.2	1.8	2.1
Average annual change over life of contract	7.1	7.2	10.8	8.1	5.8	8.3	1.2	1.6

[1] Preliminary revised.

[2] Preliminary.

PRELIMINARY

Table 8. Average quarterly effective wage adjustments, 1980-second quarter 1982

Characteristics	Full year 1980[1]	1981 I	1981 II	1981 III	1981 IV	1981 Full year[1]	1982 I[2]	1982 II[3]
Total effective adjustments	9.9	1.7	3.2	3.3	1.5	9.5	1.0	1.9
Current settlements	3.6	.4	1.1	.5	.4	2.5	.2	.3
Prior settlements	3.5	.5	1.4	1.5	.4	3.8	.6	1.3
COLA provision	2.8	.7	.7	1.2	.6	3.2	.3	.2
Total effective adjustments by industry:								
Manufacturing	10.2	2.3	2.4	3.1	1.9	9.4	.9	.9
Nonmanufacturing excluding construction	9.6	1.4	2.6	3.4	1.3	8.8	1.2	1.7
Construction	9.9	.6	6.5	3.3	.8	11.2	.7	4.6
Transportation and public utilities	10.8	1.1	2.2	4.0	1.4	8.6	.9	1.4
Wholesale and retail trade	7.6	2.5	1.3	3.2	.9	8.1	1.9	1.4
Services	6.1	1.5	3.3	2.9	1.9	9.6	1.6	2.3

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly change. Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

[2] Preliminary revised.

[3] Preliminary.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	**Issues**											
	1981					**1982**						
	Aug.	**Sept.**	**Oct.**	**Nov.**	**Dec.**	**Jan.**	**Feb.**	**Mar.**	**Apr.**	**May**	**June**	**July**
Major bargaining settlements		X			X				X		X	
State and local government settlements	X			X				X				
Employment Cost Index quarterly article			X			X			X			X
Employment Cost Index historical table										X		
Other articles								X[1]				
Index to wage and benefit changes in preceding year							X					

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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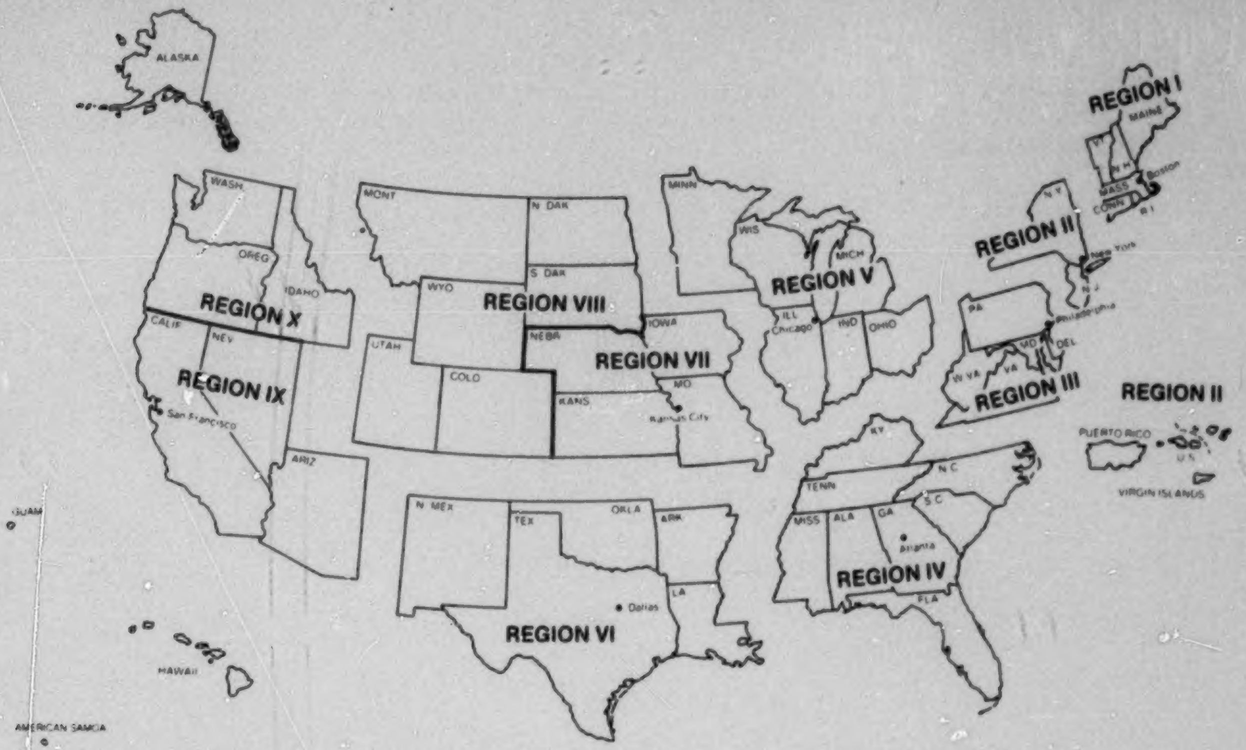

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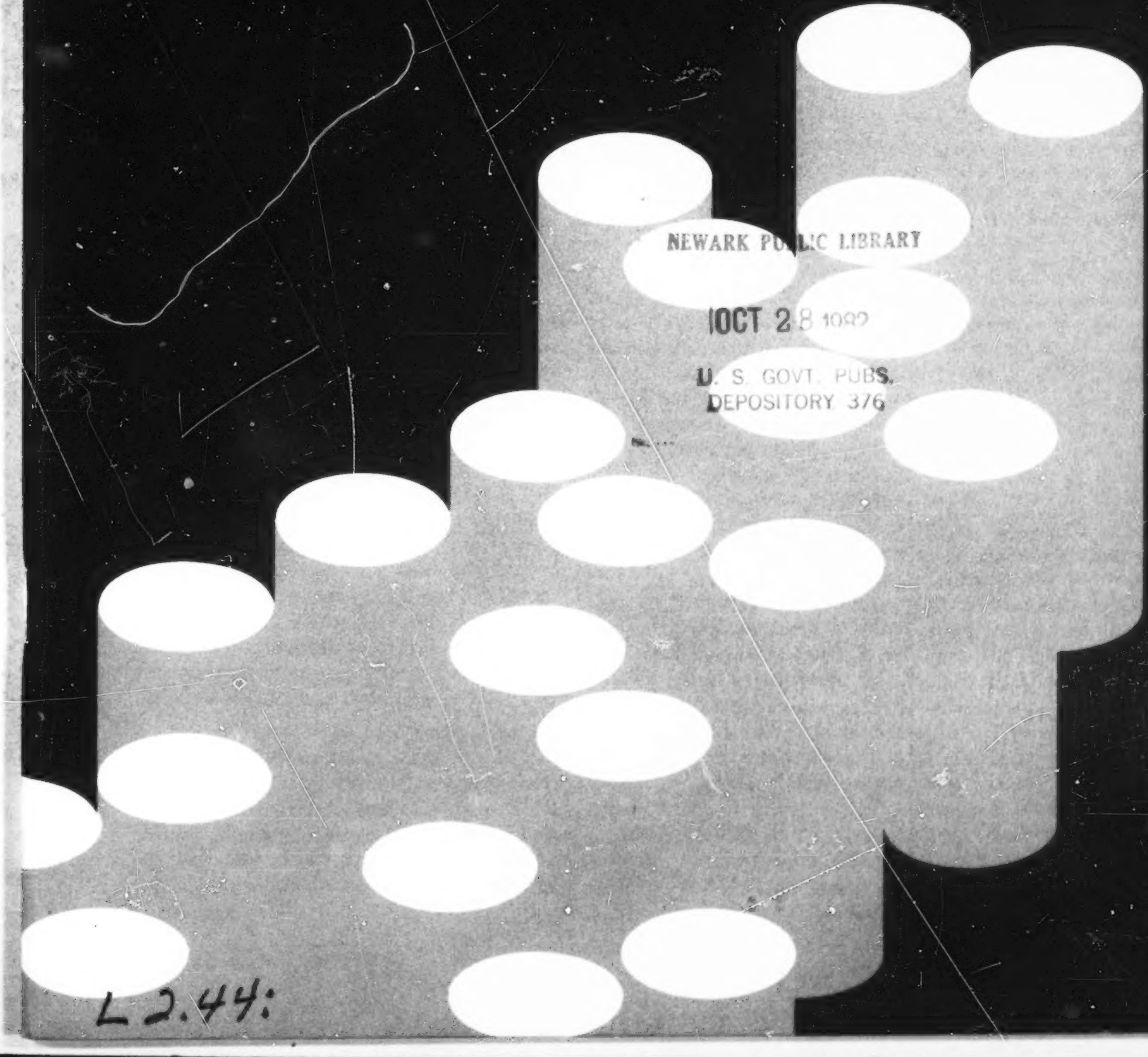

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Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Controlled circulation rate paid at Laurel, Md.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

September 1982, Volume 34 Number 9

Editors: George Ruben, Olivia G. Amiss

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Wage Hightlights

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Westinghouse workers agree to contribute to pensions. Only minutes before a July 25 strike deadline, Westinghouse Electric Corp. and three electrical workers' unions agreed on 3-year contracts that included a "contributory" pension plan. In the 1979 negotiations, Westinghouse's demand that workers begin financing part of their pensions resulted in a 7-week strike by the three unions and other members of the Coordinated Bargaining Committee formed in 1965 to strengthen bargaining with Westinghouse and General Electric Co. Westinghouse maintained the partial financing of pensions by employees was necessary to alleviate a competitive cost advantage held by General Electric, which has had a contributory plan since the early 1950's.

The unions involved were the International Brotherhood of Electrical Workers, the International Union of Electrical, Radio and Machine Workers, and the United Electrical Radio and Machine Workers. All three unions bargain with Westinghouse on a "national" basis for about 31,000 workers. A union official said the decision was not a "concession" and that the unions were not "philosophically opposed" to the concept. The unions' negotiators also maintained that the Westinghouse contributory plan was better than that at General Electric.

The Westinghouse plan requires employees to contribute an amount equal to 3 percent of annual earnings in excess of $14,700, in contrast to the $12,000 threshold at General Electric. Minimum monthly benefits were increased to a range of $14 to $17.50 a month (depending on preretirement average annual earnings), compared with a range of $12 to $17.50 at General Electric. In 1984, the range will rise to $14 to $19.50 at both companies. The preretirement average annual earnings for Westinghouse retirees will be based on the last 3 years of work, compared with the last 5 years at General Electric. All Westinghouse workers were also given the option of staying in the existing company-financed plan, with the benefit rate remaining at $13 a month.

The pension changes negotiated by the three electrical unions (and subsequently accepted by the other Coordinated Bargaining Committee unions for 9,000 additional workers) were identical to those the Federation of Westinghouse Independent Salaried Unions negotiated in July for 11,000 employees. The Federation had already agreed to a contributory pension plan in its 1979 settlement.

Except for the pension differences, all of the Westinghouse contracts provided for essentially the same wage benefit and job security terms as at General Electric (See *Current Wage Developments*, August 1982, p. 1.)

Steel industry update. There were several occurrences in the financially pressed steel industry. The United Steelworkers rejected an employer proposal for labor-cost concessions and efforts to end alleged "dumping" of foreign steel in the United States continued with no clear outcome in sight.

In announcing the rejection of the industry's concession proposal and the termination of negotiations, Steelworkers president Lloyd McBride said the bargainers "have spent a great deal of time trying to find answers to our mutual problems and we simply have failed." He said the talks with the eight Coordinating Committee Steel Companies, which generally set the bargaining pattern for other producers, had floundered because the employers' final proposal "went too far" by indicating "if you can't accept that [the proposals], there's no deal." McBride contended that the proposals called for much greater sacrifices than the revised contracts the Auto Workers negotiated with Ford Motor Co. and General Motors Corp.

The unanimous decision by the union's Basic Steel Industry Conference (which consists of 400 local union officials) drew a bitter response from J. Bruce Johnston, U.S. Steel Corp. vice president and chief industry bargainer. Johnston said that the union's refusal to accept wage and benefit cuts suggests to unemployed steelworkers that their problems will be solved by a recovery in steel order volume, when in fact, it is "their ever-increasing wage costs [that] are pulling against any sustained recovery for domestic steel."

The rejected proposal would have superseded the remaining year of the current 3-year contract and would have terminated on August 1, 1985. It called for a freeze on wages; suspension of automatic quarterly cost-of-living adjustments; elimination of extended vacations; a 50-cent-an-hour increase in employer financing of Supplemental Unemployment Benefits; guaranteed duration of benefit payments to laid-off workers with 10 years of service; establishment of stock ownership and individual retirement accounts; and a possible contract reopening linked to the level of steel production.

McBride said the parties were not considering a renewal of the Experimental Negotiating Agreement.

This opens the possibility of an industry strike if the parties are unable to agree on a new wage-and-benefit contract in 1983. The Experimental Negotiating Agreement, which was introduced in 1973, essentially banned industrywide strikes at the termination of agreements in exchange for an "economic floor" under wage-and-benefit settlements.

In an international development, Secretary of Commerce Malcolm Baldridge said that the Reagan Administration would not reopen negotiations with six European nations to gain import limitations. The parties had reached agreement on limits, but the accord was rejected by the seven domestic producers that had filed the unfair trade charges in January against South Africa and Brazil as well as the European countries. The producers had charged that some nations were unfairly subsidizing steel produced for export to the United States.

Baldridge said a resumption of talks would not be fruitful because "there comes a time when both sides say enough is enough." He maintained that U.S. negotiators had gained all the import restrictions the domestic companies had sought, but the U.S. companies later decided they wanted lower import quotas.

In another aspect of the controversy, the Department of Commerce announced a preliminary finding that the steel products from the six countries were, in fact, being sold in the United States at unfairly low prices. As a result, importers of steel from these nations were required to begin posting bonds to assure payment of penalty duties that could be imposed when the department issues a final ruling later in the year.

Western union contract ends 90-minute strike. A 90-minute strike against Western Union Telegraph Co. ended when the parent Western Union Corp. and the United Telegraph Workers agreed on a 3-year contract. About 8,800 workers were involved. Later, the Communications Workers agreed to virtually identical terms for the 900 Western Union Telegraph employees it represents in the New York City area.

The United Telegraph Workers' accord provided for a reported 31.066-percent increase in wages and benefits over the term, including a 30-percent rise in pension rates. The wage portion of the package calls for increases of 8 percent the first year, 7 percent the second, and 7.1 percent the third. With these increases, pay will average $10.43 an hour, according to the union.

Other terms included additional pay increases for some job classifications, a new optical care plan, and a $50,000 increase in major medical coverage, to $200,000.

Electrical workers in New York get 9-percent raises. About 7,500 workers were covered by a 2-year contract negotiated between the International Brotherhood of Electrical Workers and the Niagara Mohawk Power Co. of Syracuse, N.Y. Wages increased by 9.5 percent on June 1, and will rise an additional 9 percent on June 1, 1983. New employees will be paid $1 an hour less than the current starting rate. Prior to the settlement, pay averaged $11.19 an hour for the 1,900 clerical workers and $11.48 for other workers.

Other terms included a raise in normal pensions, which will be financed by increasing the number of years used in calculating career average annual salary; $300,000 major medical coverage, instead of $200,000; free eye examinations every 2 years for 500 customer service representatives who use video display terminals regularly; changes in work schedules, including one that requires some employees to work as late as 9 p.m. to read the meters of customers who are not home during usual business hours; and a raise (to $20) in the bonus paid to employees who discover a theft of service.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
		MANUFACTURING
FOOD AND KINDRED PRODUCTS		
Nabisco, Inc. Various locations Bakery, Confectionery and Tobacco Workers—10,500	85 cents 9/1/82	Deferred increase negotiated 9/81 (CWD Nov. 1981).
Kellogg Co. National Grain Millers—2,175	12 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
California Processors, Inc. and other canneries and food processors California Teamsters (Ind.)—50,000	See next column 7/82	3-year agreement negotiated 7/82 provided: no general wage increase 1st year, 10-55 cents effective 7/1/83 and 7/1/84 depending on labor grade; cost-of-living clause continued; employer contribution to Western States Pension Plan increased 7 cents 1/1/83 to finance higher benefit levels; see CWD July 1981.
Fluid milk and ice cream companies San Joaquin and Sacramento valleys, Calif. Teamsters (Ind.)—1,350	See next column 9/1/82	65 cents-vehicle mechanics and 40-cents plant and service employees; deferred increase negotiated 9/80 (CWD July 1981); see CWD May 1982.
Star-Kist Foods, Inc. Terminal Island, Calif. Seafarers—2,400	50 cents 9/8/82	Deferred increase negotiated 9/80 (CWD July 1981); see CWD Nov. 1981.
Winery Employers Assn. Fresno and Modesto, Calif. Distillery Workers—2,000	7 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Pacific Coast Meat Assn. San Francisco Bay Area, Calif. Food and Commericial Workers—1,500	15 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Dairy Employers Labor Council Washington Teamsters (Ind.)—1,500	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Hershey Foods Corp. Hershey, Pa. Bakery, Confectionery and Tobacco Workers—3,000	6 cents 7/12/82	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1981.
A.E. Staley Mfg. Co. Decatur, Ill. Allied Industrial Workers —1,600	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Kellogg Co. Battle Creek, Mich. Grain Millers—2,500	12 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Quaker Oats Co. Cedar Rapids, Iowa Retail, Wholesale and Department Store—1,050	19 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
TOBACCO MANUFACTURES		
Phillip Morris, U.S.A. Richmond, Va. and Louisville, Ky. Bakery, Confectionery and Tobacco Workers—8,500	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Brown and Williamson Tobacco Corp. Louisville, Ky. Bakery, Confectionery, and Tobacco Workers—2,200	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Lorillard, Div. of Loews Theatres, Inc. Louisville, Ky. Bakery, Confectionery and Tobacco Workers—1,250	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
American Tobacco Co. Richmond, Va., Durham and Reidsville, N.C. Bakery, Confectionery, and Tobacco Workers—3,200	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Lorillard, Div. of Loews Theatres, Inc. Greensboro, N.C. Bakery, Confectionery and Tobacco Workers—2,200	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Brown and Williamson Tobacco Corp. Petersburg, Va. and Winston-Salem, N.C. Bakery, Confectionery and Tobacco Workers—2,150	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

LUMBER AND WOOD PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Woodworkers Assn. of Chicago Chicago, Ill., area Carpenters and Joiners—1,300	75 cents 6/1/82	2-year agreement negotiated 7/82 also provided 75 cents on 6/1/83; cost-of-living allowance maintained providing semiannual adjustments of 1 cent for each 0.3-percent rise in BLS-CPI-W for Chicago in excess of the negotiated wage increase for each period; $1.66 (was $1.20) contribution to health and welfare fund; 65 cents (was 60 cents) to pension fund increasing to 70 cents in 2d year; 12 cents (was 10 cents) to training fund; see CWD June 1981.
Weyerhaeuser Co., Dierks Div. Oklahoma and Arkansas Woodworkers—1,900	4.5 percent 2/1/82	3-year agreement negotiated 7/29/82 also provided: 5 percent on 2/1/83 and 6 percent on 2/1/84; 3 weeks' vacation after 8 years (was 2 weeks); $9 month pension (was $7) for each year of credited service, increasing to $10 in 2d year; $90 week accident and sickness (was $70), increasing to $100 in 2d year; no recent listing.

FURNITURE AND FIXTURES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Millwork Manufacturers Assn., Inc. New York, N.Y. Carpenters and Joiners—4,500	90 cents 7/1/82	3-year agreement negotiated 6/28/82 also provided: 95 cents 2d year and $1 in 3d; 50 cents hour (was 6 percent) to pension fund; $1.13 hour (was 9 percent) to health and welfare; 6 cents (was 2 cents) to training fund effective in 3d year; no recent listing.
Metropolitan Rigid Paper Box Manufacturers Assn., Inc. New York, N.Y. Paperworkers—1,200	23 cents 9/1/82	Deferred increase negotiated 9/1/81 (CWD Nov. 1981); see CWD Sept. 1980.
Scott Paper Co. Chester, Pa. Paperworkers—1,850	8 percent 9/28/82	Deferred increase 10/9/81; agreement also provided for 8 percent on both 9/28/82 and 9/28/83; no recent listing.
Delaware Valley Set-up Box Manufacturers Assn., Inc. Philadelphia, Pa. Paperworkers—1,200	40 cents 9/1/82	Deferred increase negotiated 9/3/81 (CWD Nov. 1981); see CWD Sept. 1980.
Federal Paper Board Co., Inc. Riegelwood, N.C. Paperworkers—1,200	8 percent 9/9/82	Deferred increase negotiated 11/80; see CWD Sept. 1981.
Consolidated Paper Inc., and Consoweld Corp. Wisconsin Paperworkers—2,700	7.25 percent 5/1/82	2-year agreement negotiated 7/23/82 also provided: 7 percent on 5/1/83; $17 month pension for each year of credited service (was $16 month), increasing to $18 in 2d year; $125,000 maximum (was $100,000) major medical; $155 week (was $150 week) accident, sickness and health, increasing to $160 week in 2d year; $13,000 life insurance (was $12,000); see CWD May 1981.
Kimberly Clark Corp. Neenah, Wis. Paperworkers—1,300	68 cents 6/1/82	2-year agreement negotiated 7/14/82 also provided: 7 percent on 6/1/83; 28 cents shift differential (was 26 cents) effective in 2d year; see CWD June 1981.
Industrial Relations Council of Furniture Manufacturers of Southern California Los Angeles County, Calif. Carpenters and Joiners—1,500	5 cents 8/1/82	Automatic annual cost-of-living adjustment; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRINTING AND PUBLISHING		
Metropolitan Lithographers Assn., Inc. New York, N.Y., area Amalgamated Lithographers of American (Ind.)—5,000	57.1 cents to 85.4 cents hour 7/1/82	2-year agreement negotiated 6/29/82 also provided: 57 cents to 93 cents hour increase on 7/1/83; temporary suspension of SUB funds (was 1 percent) effective in 1st year; $54 week (was $49 week) accident and sickness benefits; expansion of "lobster shift" (3d shift) to 35 hours week (was 30); no recent listing.
Printers League Section, Printing Industries of Metropolitan New York, Inc. New York, N.Y. Printing and Graphic Communications Union—3,000	2 percent 9/4/82	Deferred increase negotiated 3/79; see CWD Mar. 1980.
Edition Bookbinders of New New York, N.Y. Graphic Arts—1,200	2 percent 9/29/82	Deferred increase negotiated 10/20/80; see CWD Apr. 1981.
Printing Industry of Twin Cities Minneapolis-St. Paul, Minn. Graphic Arts—1,300	38 cents 6/1/82	Automatic semiannual cost-of-living adjustment; see CWD June 1982.
PETROLEUM REFINING AND RELATED INDUSTRIES		
Texaco, Inc. Port Arthur, Tex. Oil, Chemical, and Atomic Workers—4,600	9 percent 8/15/82	3½-year agreement negotiated 8/82 also provided: 90 cents-an-hour increase effective 6/15/83; other wages for the last part of the contract will be the same as those negotiated by other Oil, Chemical, and Atomic Workers union locals whose contracts expire in Jan. 1984; $3 million company payment distributed to workers who retired between Feb. 1976 and Jan. 1982 to offset reduced lump-sum payments (made in lieu of annual pension payments) paid during the period; early retirement incentive established—company pays one week's salary for each year of service plus $4,000 (entire amount payable over 24 month period); settlement preceded by 7-month strike; see CWD Apr. 1979.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Firestone Tire & Rubber Co. Various locations Rubber Workers—9,500	8 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Goodyear Tire & Rubber Co. Various locations Rubber Workers—18,000	8 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Uniroyal, Inc. Various locations Rubber Workers—4,500	8 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
B.F. Goodrich Co. Various locations Rubber Workers—8,700	8 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
LEATHER AND LEATHER PRODUCTS		
Massachusetts Leather Manufacturers Assn. Massachusetts Leather Workers—1,200	50 cents 9/1/82	Deferred increase negotiated 9/15/80 (CWD Dec. 1980).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES		
Allegheny International Inc., Allegheny Ludlum Industries, Inc. Conn., N.Y., and Pa. Steelworkers—7,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Armco, Inc. Various locations Steelworkers—13,400	40-72 cents or 40-72.5 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and deferred increase negotiated 4/80 (CWD May 1980) of 15 to 47 cents (15 cents general increase plus 1-cent increase between 33 job classes)-except 15-47.5 cents at Ashland (Ky.) Workers (15 cents general increase plus additional increase to employees in 23 more wage zones); see CWD July 1982.
Bethlehem Steel Corp. Various locations Steelworkers—50,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
CF & I Steel Corp. Pueblo, Canon City and Salida, Colo. and Sunrise, Wyo. Steelworkers—5,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Crucible, Inc. N.Y. and Pa. Steelworkers—5,500	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); previously received 5 cents quarterly cost-of-living adjustment 5/1/82; see CWD May 1982.
Jessop Steel Co., a subsidiary of Athlone Industries Inc. Washington, Pa. and Owensboro, Ky. Steelworkers—1,350	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Jones & Laughlin Steel Corp. Various locations Steelworkers—19,850	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Jones & Laughlin Steel Corp. Various locations Steelworkers—19,850	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Phoenix Steel Corp. Phoenixville, Pa.; and Claymont, Del. Steelworkers—1,400	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Republic Steel Corp. Various locations Steelworkers—29,000	40-68 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 43 cents (15 cents general increase plus 1-cent increase in increment between 29 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Sharon Steel Corp. Sharon and Farrell, Pa.; Warren, Ohio; and Dearborn Mich. Steelworkers—3,600	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Shenango Furnance Co. Shenango, Inc. subsidiary Buffalo, N.Y. and Sharpsville and Neville Island, Pa. Steelworkers—1,600	47 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 22 cents deferred increase negotiated 8/80 (CWD Dec. 1981); see CWD July 1982.
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—80,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 46 cents (15 cents general increase plus 1-cent increase in increment between 32 job classes) deferred increase negotiated 6/80 (CWD Dec. 1980); see CWD July 1982.
Weirton Steel, a division of National Steel Corp. Weirton, W. Va.; and Steubenville, Ohio Independent Steelworkers Union—11,000	40-71 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Aluminum Co. of America Various locations Steelworkers—10,000	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Aluminum Co. of America Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—9,200	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
American Steel Foundries, a Division of Amstead Industries Inc. Alliance, Ohio; Hammond and East Chicago, Ind.; and Granite City, Ill. Steelworkers—4,000	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Asarco, Inc. Tex., Ariz., and Wash. Steelworkers; Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.)—3,500	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Kennecott Corp. (skilled trades) Various locations Steelworkers and 22 other unions	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Kennecott Corp. (was Kennecott Copper, Corp.)-smelting and refining operations Various locations Steelworkers and 22 other unions	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Martin Marietta Aluminum, Inc. The Dalles, Oreg., and Goldendale, Wash. Steelworkers—1,300	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
National-Standard Co. Worcester, Mass.; Clifton, N.J.; Akron, Ohio; and Niles, Mich. Steelworkers—1,200	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Ohio Ferro-Alloys Corp. Powhatan Point and Philo (Canton), Ohio and Mt. Meigs (Montgomery), Ala. Steelworkers—1,000	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Phelps Dodge Corp. (smelting and refining operations) Various locations Steelworkers and other unions	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Reynolds Metals Co. Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—6,000	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Reynolds Metals Co. Various locations Steelworkers—8,100	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Al Tech Specialty Steel Corp., an affiliate of CATX Corp. Watervilet and Dunkerk, N.Y. Steelworkers—2,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Revere Copper Products, Inc. (was Revere Copper and Brass, Inc.) Rome, N.Y. Mechanics Educational Society—1,000	12½ cents 8/1/82	Included 2½ cents automatic cost-of-living increase and 10 cent minimum guaranteed cost-of-living adjustment; previously received 10 cents minimum guaranteed adjustment on 5/1/82 and 12/1/82; see CWD Nov. 1981.
The Babcock and Wilcox Co., Tubular Products Div. Beaver Falls, Pa. Steelworkers—4,100	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Latrobe Steel Co. Latrobe, Pa. Steelworkers—1,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 7/80; previously received 25 cents cost-of-living adjustment 11/1/81, 21 cents 8/1/81, 22 cents 5/1/81, 22 cents 2/1/81, and 14 cents 11/1/80; see CWD July 1982.
Lukens Steel Co. Coatesville, Pa. Steelworkers—2,400	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Midland-Ross Corp.; National Castings Div. Sharon, Pa. Steelworkers—1,050	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Reynolds Metals Co., Alloys Plant and Reduction Plant Listerhill, Ala., area Trades Council, Machinists and Firemen and Oilers—1,200	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Armco, Inc. Middleton, New Miami and Hamilton, Ohio Armco Employees Independent Federation, Inc.—6,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 7/80 (CWD May 1980); see CWD July 1982.
Copperweld Steel Co. Warren, Ohio Steelworkers—2,150	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 7/80; see CWD July 1972.
Cyclops Corp., Detroit Steel Corp. subsidiary, Empire-Detroit Steel Div. Mansfield, Ohio Steelworkers—1,100	40-64 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 39 cents (15 cents general increase plus 1-cent increase in increment between 25 job classes) deferred increase negotiated 10/80 (CWD Jan. 1981); see CWD Jan. 1982.
Valley Mould and Iron Co., a division of Microdot, Inc. Cleveland and Hubbard, Ohio Steelworkers—1,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Consolidated Aluminum Corp. Hannibal, Ohio Steelworkers—1,000	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Ormet Corp. Hannibal, Ohio Steelworkers—1,800	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Inland Steel Co., Indiana Harbor Works East Chicago, Ind. Steelworkers—20,600	40-73 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 48 cents (15 cents general increase plus 1-cent increase in increment between 34 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
National Steel Corp. Midwest Steel Div. Portage, Ind. Steelworkers—1,300	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Penn-Dixie Steel Corp. Kokomo, Ind. Steelworkers—1,300	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Cabot Corp. Kokomo, Ind. Steelworkers—1,050	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Interlake, Inc. Chicago (Riverdale), Ill. Steelworkers—1,800	40-71 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 46 cents (15 cents general increase plus 1-cent increase in increment between 32 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Keystone Consolidated Industries, Inc., Steel and Wire Group, Keystone Steel and Wire Division Bartonville (Peoria), Ill. Independent Steel Workers Alliance—1,500	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 7/80; previously received 5 cents cost-of-living adjustment 5/1/82; see CWD May 1982.
Laclede Steel Corp. Alton, Ill. Steelworkers—2,500	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 11/80 (CWD Jan. 1981); see CWD July 1982.
Northwestern Steel and Wire Co. Sterling and Rock Falls, Ill. Steelworkers—4,000	40-65 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 40 cents (15 cents general increase plus 1-cent increase in increment between 26 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
National Steel Corp., Granite City Steel Div. Granite City, Ill. Steelworkers—2,500	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
National Steel Corp., Great Lakes Steel Div. Ecorse and River Rouge, Mich. Steelworkers—9,000	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Magma Copper Co. (smelting and refining operations) San Manuel and Superior, Ariz. Steelworkers and other unions —4,500	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Teledyne Wah Chang Albany, a subsidiary of Teledyne, Inc. Millersburg (Albany), Oreg. Steelworkers—1,050	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Kaiser Steel Corp. Fontana, Calif. Steelworkers—5,500	40-72 cents 8/1/82	Increase consists of 25 cents automatic cost-of-living adjustment and 15 cents to 47 cents (15 cents general increase plus 1-cent increase in increment between 33 job classes) deferred increase negotiated 4/80 (CWD May 1980); see CWD July 1982.
Aluminum Co. of America Vancouver and Wenatchee, Wash. Aluminum Trades Council —2,100	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Intalco Aluminum Corp. Ferndale, Wash. Metal Trades Council—950	6 cents 6/7/82	Automatic quarterly cost-of-living adjustment; previously received 8 cent cost-of-living adjustment 4/5/82; see CWD Jan. 1982.
FABRICATED METAL PRODUCTS		
American Can Co., Continental Group, Inc., National Can Corp., and Crown, Cork & Seal Co. Various locations Steelworkers—20,000	25 cents 8/15/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Continental Group, Inc. and American Can Co. Various locations Machinists—3,700	25 cents 8/15/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
MACHINERY, EXCEPT ELECTRICAL		
Chicago Pneumatic Tool Co. Utica, N.Y. Machinists—1,200	See next column 6/24/82	3-year agreement negotiated 6/82 provided: no wage change in 1st year, 30 cents increase in both 2d and 3d years; cost-of-living allowance maintained with reviews three times yearly providing 1 cent for each .4 point change in BLS-CPI-W (1967 = 100); normal and early retirement benefits liberalized; see below.
Chicago Pneumatic Tool Co. Utica, N.Y. Machinists—1,200	3 cents 4/5/82	Automatic cost-of-living adjustment scheduled for irregular intervals; see CWD Jan. 1982.
Dresser Industries, Inc. Olean, N.Y. Steelworkers—1,200	10 cents 9/15/82	Deferred increase negotiated 9/80 (CWD Oct. 1981); see CWD Aug. 1982.
Morse Chain Co. Ithaca, N.Y. Machinists—1,050	7 percent 9/14/82	Deferred increase negotiated 9/14/81 (CWD Jan. 1982); see CWD Aug. 1982.
Cooper Energy Services Grove City, Pa. Steelworkers—1,200	15 cents 9/1/82	Deferred increase negotiated 6/80 (CWD Nov. 1981); see CWD Aug. 1982.
Borg Warner Corp., York Div. York, Pa. Machinists—1,000	19 cents 7/30/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Mesta Machine Co. West Homestead, Pa. Steelworkers—1,000	19 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
Rheem Manufacturing Co. Fort Smith, Ark. Steelworkers—1,200	19 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Reed Tool Co. Houston, Tex. Steelworkers—1,300	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.

Continued—Selected wage and benefit changes

MACHINERY, EXCEPT ELECTRICAL—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Warner & Swasey Co., Turning Machine Div. Cleveland, Ohio Machinists—1,000	92 cents 9/20/82	Deferred increase negotiated 9/19/81 (CWD Dec. 1981).
Wean United, Inc. Youngstown, Ohio Steelworkers—1,800	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Gardner-Denver Co. Quincy, Ill. Machinists—1,000	19 cents 8/2/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Harnischfeger Corp. Milwaukee, Wis. Steelworkers—2,200	4 percent 9/1/82	Deferred increase negotiated 9/1/80 (CWD Oct. 1980); see below.
Harnischfeger Corp. Milwaukee, Wis. Steelworkers—2,200	25 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Outboard Marine Corp., Evinrude Motors Div. Milwaukee, Wis. Steelworkers—1,000	19 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Allis-Chalmers Corp. Independence, Mo. Steelworkers—1,800	14 cents 8/9/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
California Metal Trades Assn. San Francisco Bay, Calif., area Machinists—2,000	19 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.

ELECTRICAL AND ELECTRONIC EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
General Electric Co. Various locations Electrical Workers (IUE) —60,000 Electrical Workers (UE-I)—13,000 Machinists —10,000 Autoworkers—5,900 Electrical Workers (IBEW) —5,000 Sheet Metal Workers —1,300 and others	7 percent 6/27/82	3-year agreement ratified 7/82 also provided: 2 to 32 cents (averaging 9 cents hour) special increment on both 6/27/83 and 6/25/84, and 3 percent general increase on both 6/27/83 and 6/25/84; improved cost-of-living clause provides for semiannual adjustment of 1 cent for each 0.175-percent rise in BLS-CPI-W (1967 = 100), effective 2d year (was 1 cent for each 0.2-percent rise); 5 weeks' vacation after 20 years' service (was 25); $12-$17.50 month pension (was $10-$15) for each year of credited service, increasing to $14-$19.50 in 3d year; $225 week (was $200 week) sickness and accident benefit effective 1/1/83; $30,000 minimum life insurance (was $20,000); $500,000 major medical was $300,000); six months advance notice of plant closing; 60 days notice of introduction of robots and other automation; improved serverance pay for termination due to automation; see Wage Highlights in August 1982 issue for additional information; see CWD Jan. 1982.
White Consolidated Industries, Inc., White-Westinghouse Div. Metuchen, N.J.; Miami-Ft. Lauderdale, Fla., and Mansfield and Newark, Ohio Electrical Workers (IBEW) —4,500	16 cents 9/1/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELETRONIC EQUIPMENT—Continued		
Raytheon Co. Eastern Mass. Electrical Workers (IBEW) —9,000	68 cents to $1.10 9/6/82	Deferred increase negotiated 8/30/81 (CWD Dec. 1981).
Leviton Manufacturing Co., Brooklyn, Melville, Maspeth, and Little Neck, N.Y. Electrical Workers (IBEW) —1,500	5 cents 8/1/82	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1981.
Crouse-Hinds, a subsidiary of Cooper Industries Inc. Syracuse, N.Y. Electrical Workers (IBEW)	13 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Bendix Corp., Electrical Components Div. Sidney, N.Y. Machinists—2,500	11 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
McGraw Edison Co., Power System Group Canonsburg, Pa. Steelworkers—2,000	11 cents 8/9/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
Amana Refrigeration, Inc. Fayetteville, Tenn. Machinists—1,100	2.6 percent 9/26/82	Deferred increase negotiated 9/80; no recent listing.
AMBAC Industries, Inc. American Bosch Electrical Products Div. Columbus, Miss. Electrical Workers (IUE) —1,100	20 cents 9/1/82	Automatic annual cost-of-living adjustment; see CWD June 1981.
Whirlpool Corp., Fort Smith Div. Fort Smith, Ark. Allied Industrial Workers —2,550	14 cents 9/9/82	Deferred increase negotiated 9/80 (CWD Mar. 1981); see CWD Aug. 1982.
Square D Co. Lexington, Ky. Electrical Workers (IBEW) —1,000	34 cents 9/14/82	Deferred increase negotiated 9/13/81 (CWD Nov. 1981); see CWD July 1982.
CTS Corp. Elkhart, Ind. Automobile Workers—900	2 cents 9/28/82	Deferred increase negotiated 9/80 (CWD Feb. 1981); see CWD Aug. 1982.
Ford Aerospace and Communications Corp. Connersville, Ind. Electrical Workers (IUE) —1,600	19 cents 8/16/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
The Eureka Co., Div. of National Union Electric Corp. Bloomington, Ill. Machinists—1,250	19 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Speed Queen Co., an affiliate of Raytheon Co. (formerly McGraw-Edison Co., Speed Queen Div.) Ripon, Omro, and Wautoma, Wis. Steelworkers—1,000	19 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Zenith Radio Corp. Springfield, Mo. Electrical Workers (IBEW) —1,450	3 percent 9/20/82	Deferred increase negotiated 9/80; see CWD May 1982.
McGraw Edison Co., Bussman Manufacturing Div. St. Louis, Mo. Independent Fuse Workers —1,950	6.9 percent 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
TRANSPORTATION EQUIPMENT		
Rockwell International, Automotive Operations New Castle, Pa. and Logansport, Ind. Steelworkers—1,075	20 cents plus 1-cent increment 9/82	Deferred increase negotiated 9/80 (CWD Oct. 1981); see CWD July 1982.
McDonnell Douglas Corp. Long Beach and Compton Calif.; Tulsa, Okla.; and Melbourne, Ark. Automobile Workers—15,000	7 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Lockheed Aircraft Corp., Lockheed-Georgia Co. Marietta, Ga.; Clarksburg, W. Va.; Charleston, S.C. and Meridian, Miss. Machinists—10,000	7 cents 7/4/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Boeing Co. Seattle, Renton, Auburn and Everett, Wash.; Wichita, Kans.; and Portland, Ore. Machinists—50,000	8 cents 7/4/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
McDonnell Douglas Corp. Torrance, Palmdale, Huntington Beach and Vandenberg Air Force Base, Calif.; and Cape Canaveral, Fla. Machinists—6,600	7 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Bendix Corp. South Bend and Mishawaka, Ind.; Teterboro, N.J.; N. Hollywood, Calif., Troy, N.Y.; and St. Joseph, Mich. Automobile Workers—6,100	7 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Rockwell International Corp. Los Angeles and Palmdale, Calif. areas; Tulsa Okla.; Columbus, Ohio; and various missile and test sites Automobile Workers—13,000	8 cents 7/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents 1/82, and 7 cents 4/82; see CWD Nov. 1981.
Dana Corp., Weatherhead Div. Indiana and Ohio Automobile Workers—1,700	8 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Pullman Standard, Div. of Pullman, Inc. Butler, Pa.; Chicago, Ill., and Hammond, Ind. Steelworkers—4,800	4 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Pacific Coast Shipbuilders Assn. Calif.; Oreg.; and Wash. Metal Trades Council—11,000	19 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Eaton Corp. Louisville, Ky.; Battle Creek and Marshall, Mich.; and Cleveland, Ohio Automobile Workers—1,500	14 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Bath Iron Works Corp. Bath, Me. Marine and Shipbuilders —4,500	$1 6/28/82	3-year agreement negotiated 6/82 also provided: 55 cents 6/27/83, 20 cents 1/2/84, 55 cents 6/25/84 and 20 cents 1/7/85; $14,000 (was $11,000) life insurance; $145 (was $125) week sickness and accident benefits, $150,000 (was $80,000) lifetime major medical coverage; $11.50 month (was $10.50) pension per year of credited service, increasing to $14.50 3d year; see CWD May 1982.
Avco Corp., Lycoming Div. Stratford, Conn. Automobile Workers—2,700	4.5 percent 5/30/82	3-year agreement negotiated 5/30/82 also provided: 5 percent 2d and 5.5 percent 3d year; cost-of-living clause continued to provide 1 cent for each 0.4-movement in the BLS-CPI-W (1967 = 100) and revised beginning in 1983 to provide 1 cent for each 0.3-movement in the BLS-CPI-W; revised vacation schedule to provide additional day a year for each additional year of service between 5 and 10; $100,000 lifetime major medical maximum; retirement at age 52 with a minimum of 30 years service; see CWD May 1981.
Fairchild Industries, Inc., Fairchild Republic Co. Div. Farmingdale, Long Island, N.Y. Machinists—3,500	10 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Dravo Corp. Neville Island, Pittsburg, Pa. Marine and Shipbuilding Workers—1,300	12 cents 9/15/82	Deferred increase negotiated 9/80; 3-year agreement also provided 33 cents 9/15/80 (18 cents plus 15 cents pre-paid COLA) and 12 cents 9/15/81; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Dana Corp., Parish Div. Reading, Pa. Steelworkers—1,800	14 cents 7/25/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Boeing Vertol Co. Philadephia, Pa., area Automobile Workers—3,000	8 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Maryland Shipbuilding & Drydock Co. Baltimore, Md. Marine and Shipbuilding Workers—1,600	34 cents 5/20/82	3-year agreement negotiated 5/82 also provided: 28 cents 5/20/83 and 5/20/84; established dental plan; $13,000 (was $12,500) life insurance; $146 (was $136) week sickness and accident benefit; $10.50 (was $10) month pension per year of service, increasing to $11 3d year; no recent listing.
Hayes International Corp. Birmingham, Ala. Automobile Workers—1,800	17 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Vought Corp. Grand Prairie, Tex. Automobile Workers—4,100	7 cents 7/19/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
General Dynamics Corp. Fort Worth Div. Fort Worth, Tex. Machinists—4,300	8 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
General Dynamics Corp. Fort Worth, Tex. Office and Professional Employees—1,500	8 cents 8/2/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers—1,300	12 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Dana Corp., Spicer Axle Div. Fort Wayne, Ind. Allied Industrial Workers—2,200	6 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Borg-Warner Corp., Warner Gear Div. Muncie, Ind. Automobile Workers—2,000	12 cents 7/5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Clark Equipment Co., Transmission Div. Jackson, Mich. Allied Industrial Workers—1,000	4 cents 7/5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Clark Equipment Co., Automotive Div. Buchanan, Mich. Automobile Workers—1,000	3 cents 7/5/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Motor Wheel Corp. Lansing, Mich. Allied Industrial Workers 2,500	10 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
A.O. Smith Corp. Milwaukee, Wis. Smith Steelworkers (Ind.)—3,000	14 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
ACF Industries, Inc., AMCAR Div. St. Louis, Mo. Various unions—1,500	21 cents 7/31/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
McDonnell Douglas Corp. St. Louis, Mo. Machinists—9,600	14 cents 8/2/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Cessna Aircraft Co. Wichita, Kans. Machinists—6,000	85 cents to $1.20 9/27/82	Deferred increase negotiated 9/81 (CWD Feb. 1982); see below
Cessna Aircraft Co. Wichita, Kans. Machinists—6,000	7 cents 7/12/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Gates Learjet Corp. Wichita, Kans. Machinists—1,700	14 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Freightliner Corp. Portland, Ore. Machinists—1,700	8 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
General Dynamics Corp. Pomona, Calif. Machinists—2,200	50 cents 6/14/82	3-year agreement negotiated 6/82 also provided: 3 percent 6/11/83 and 6/14/84; cost-of-living clause continued; 10th paid holiday, Friday before July 4 and 11th paid holiday (personal) in 2d year; $14 (was $12) month pension per year of service; see CWD May 1982.
Solar Turbines, Inc. San Diego, Calif. Machinists—1,600	15 cents 8/2/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, Calif. Machinists—16,000	7 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Lockheed Missiles and Space Co., Inc. Sunnyvale, Palo Alto, and Santa Cruz, Calif., and various missile and test sites Machinists—6,300	7 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
Teledyne Continental Motors Muskegon, Mich. Automobile Workers—1,100	6 cents 6/82	Automatic quarterly cost-of-living adjustment; see CWD May 1982.
MISCELLANEOUS MANUFACTURING		
Spaulding Division of Questor Corp. Chicopee, Mass. Boilermakers—1,200	55 cents 9/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
NONMANUFACTURING		
MINING		
Bituminous Coal Operator Assn. and other operators Various states United Mine Workers (Ind.) —16,000	15 cents 9/1/82	Deferred increase negotiated 5/28/81 (CWD July 1981.
Iron ore mining companies Various locations Steelworkers—16,000	26 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
White Pine Copper Co. White Pine Mich. Steelworkers—1,100	26 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
The Anamax Mining Co. Twin Buttes Operation Tucson, Ariz. Steelworkers—1,200	26 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
CONSTRUCTION		
Union Painting Contractors Assn.; Rocky Mountain Assn. of Gypsum Drywall Contractors Colo.; Wyo., Neb. and Kan. Painters—1,200	63-88 cents 7/8/82	2-year agreement ratified 7/8/82 also provided: $1.03 on 7/1/83; $1.10 hour to health and welfare fund (was 95 cents); settlement preceded by strike from 7/1 to 7/7; see CWD Aug. 1979.
National Automatic Sprinkler and Fire Control Assn., Inc. National Plumbers—6,500	$.59-$2.16 4/1/82	3-year agreement ratified 6/4/82 also provided: $.50-$1.25 in four states 10/1/82; wage and benefit reopeners 4/1/83 and 4/1/84; $1.60 hour to pension fund (was $1.40); $1.15 to health and welfare fund (was 95 cents); settlement preceded by strike from 4/1 to 4/16; see CWD Apr. 1976 for previous listing.
Assn. of Bituminous Contractors, Inc. National United Mine Workers (Ind.) —11,000	15 cents 9/1/82	Guaranteed quarterly cost-of-living adjustment not contingent on movement of the BLS-CPI; see CWD June 1982.
National Electrical Contractors Assn. Boston, Mass., area Electrical Workers (IBEW) —2,000	$2.50 9/1/82	Deferred increase negotiated 9/6/80 (CWD Nov. 1980); see CWD Mar. 1981.
New England Mechanical Contractors Assn. Boston, Mass. Plumbers—1,800	$1.68 9/1/82	Deferred increase negotiated 8/29/80 (CWD Nov. 1980); see CWD Apr. 1982.
Master Plumbers Assn. of Greater Boston Boston, Mass. Plumbers	$1.68 9/1/82	Deferred increase negotiated 9/16/80 (CWD Nov. 1980); see CWD Apr. 1982.
Associated General Contractors of America, Inc. Upstate, N.Y. Laborers—5,000	50 cents-$1.00 4/1/82	1-year agreement negotiated in 4/82 also provided: 0 to 62 cents to pension fund; minus 37 to plus 30 cents to health and welfare fund; 0 to 10 cents to training fund; see CWD April 1978.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Construction Employers Labor Relations Assn. Upstate, N.Y. Operating Engineers	70 cents 7/1/82	34-month agreement negotiated 7/6/82 also provided: 20 cents 1/1/83; $1 on 7/1/83, 20 cents 1/1/84, and $1 on 7/1/84, with distribution between wages and benefits to be determined later; $1.30 hour to pension fund (was $1.15); $1.10 to health and welfare fund (was 95 cents); first listing.
Eastern New York Construction Employers, Inc. Albany, N.Y., area Iron Workers	90 cents 7/1/82	34-month agreement ratified 7/6/82 also provided: 20 cents 1/1/83, $1 on 7/1/83, 20 cents 1/1/84 and $1 on 7/1/84, with distribution between wages and benefits to be determined later; 10 cents hour to apprenticeship and training fund (was 8); see CWD Oct. 1977 for previous listing.
Contracting Plumbers Assn. of Brooklyn and Queens, Inc. Brooklyn and Queens, N.Y. Plumbers—1,500	$1.30 9/1/82	Deferred increase negotiated 8/81 (CWD Nov. 1981); see CWD Apr. 1982.
Ironworker Employers Assn. of Western Pennsylvania, Inc. Pittsburgh, Pa., area Iron Workers—2,000	$1.60 6/1/82	3-year agreement negotiated 7/20/82 also provided: $1.60 on 6/1/83 and $1.55 on 6/1/84, with distribution between wages and benefits to be determined later; 7 cents hour to industry advancement fund (was 4); settlement preceded by strike from 6/1/82 to 7/21/82; see CWD Sept. 1979 for previous listing.
Mechanical Contractors Assn. of Western Pennsylvania, Inc. Western Pennsylvania Plumbers—1,350	$1.10 6/1/82	3-year agreement ratified 7/8/82 also provided: $1.10 on 6/1/83, and $1.30 on 6/1/84; $1.65 hour to health and welfare fund (was $1.35), and additional 20 cents hour to undetermined benefit funds 6/1/83; settlement preceded by 4-week strike; see CWD Oct. 1979 for previous listing.
Mechanical Contractors Assn. and independent companies (plumbers) Washington, D.C., area Plumbers—1,100	$1.56 9/1/82	Deferred increase negotiated 7/81 (CWD Oct. 1981).
Mechanical Contractors Assn. and independent companies (pipefitters) Washington, D.C., area Plumbers—1,800	$1.25 9/1/82	Deferred increase negotiated 8/31/81 (CWD Oct. 1981).
Construction Employers Assn. of North Central West Virginia Inc. North Central West Va. Carpenters and Joiners —1,000	$1 6/1/82	3-year agreement ratified 7/17/82 also provided: 75 cents 6/1/83, 51 cents 12/1/83, and 50 cents both 6/1/84 and 12/1/84, with distribution between wages and benefits to be determined later; $1 hour to pension fund 12/1/82 (was 76 cents); 9 cents to apprenticeship fund (was 7), and 11 cents 12/1/82; 10 cents to industry promotion fund (was 5); see CWD Dec. 1978 for previous listing.
Associated General Contractors of America, Inc. New Orleans, La. Carpenters and Joiners —2,400	40 cents 5/1/82	2-year agreement negotiated in 5/82 also provided: 50 cents 11/1/82, 41 cents 5/1/83 and 55 cents 11/1/83; $1 hour to pension fund (was 90 cents), $1.10 on 11/1/82, $1.20 on 5/1/83, and $1.30 on 11/1/83; $1 to health and welfare fund (was 90 cents), $1.10 on 5/1/83 and $1.20 on 11/1/83; 10 cents to training fund 5/1/83 (was 6); see CWD May 1981 (master agreement covering various unions).
National Electrical Contractors Assn. Houston, Tex. Electrical Workers (IBEW) —3,500	$1.22 9/1/82	Deferred increase negotiated 8/81 (CWD Nov. 1981); see CWD Apr. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America Inc., and Plastering and Lathing Contractors Assn. Cincinnati, Ohio Laborers—1,400	50 cents 6/28/82	11-month agreement ratified 7/6/82 also provided: $1.15 hour to pension fund (was 95 cents); $1.15 hour to health and welfare fund (was $1); settlement preceded by strike from 6/28/82 to 7/1/82; see CWD June 1979 for previous listing.
National Electrical Contractors Assn. St. Paul, Minn. Electrical Workers (IBEW)—1,500	$1.12 5/1/82	2-year agreement negotiated 5/7/82 also provided: $1.05 on 5/1/83; 9½ percent to vacation and holiday fund 9/1/83 (was 7½ percent) $1.02 to health and welfare fund (was 5 1/8 percent), $1.07 on 11/1/82, $1.11 on 5/1/83 and $1.15 on 9/1/83; 40 cents to local pension fund (was 3 percent); 7 cents to apprenticeship fund (was ½ percent) 8 cents on 5/1/83 and 9 cents on 9/1/83; 45 cents to establish a cafeteria fund, 60 cents on 11/1/82 and $1.00 on 5/1/83; 50 cents to reserve trust fund (was 3 1/8 percent), 55 cents on 11/1/82, reduced to 50 cents on 5/1/83 and 40 cents on 9/1/83; see CWD June 1979 for latest listing.
Plumbing Contractors of Metropolitan St. Louis St. Louis, Mo. Plumbers	$1.405 7/1/82	1-year agreement negotiated 6/6/82 also provided: 60 cents 1/1/83; $1.30 hour to health and welfare fund 1/1/83 (was $1); 15 cents to apprenticeship and training fund 1/1/83 (was 20); see CWD May 1979 for previous listing.
National Electrical Contractors Assn. Milwaukee, Wis. Electrical Workers—1,300	62 cents 7/25/82	2-year agreement ratified 7/25/82 also provided: 80 cents 7/25/83, with distribution between wages and benefits to be determined later; 1 percent to apprenticeship and training fund (was 1.25 percent); settlement preceded by strike from 6/20/82 to 7/25/82; see CWD Nov. 1980.
Painting and Decorating Contractors Assn. 10 East Bay counties, Calif. Painters	See next column 7/1/82	97 cents automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 47 cents resulting from a rise in the CPI; amount was allocated as follows: 2 cents to wages; 10 cents to health and welfare fund (total $1.75); 50 cents to establish a travel allowance fund; and 35 cents to establish a supplemental dues checkoff; see CWD Mar. 1982.
Painting and Decorating Assns. and others (Central Coast agreement) Santa Clara, San Mateo, San Benito, Santa Cruz, and Monterey counties, California Painters—2,200	See next column 7/1/82	97 cents automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 47 cents resulting from a rise in the CPI; amount was allocated as follows: 37 cents to wages; $1.75 hour to health and welfare fund (was 1.65); and 50 cents hour to establish a travel allowance; see CWD Mar. 1982.
Northern California Drywall Assn. (tapers agreement) Northern California Painters	See next column 7/1/82	97 cents automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 47 cents resulting from a rise in the CPI; allocation of movies was same as for Painting and Decorating Contractors Assn. above; see CWD Mar. 1982.
Painting and Decorating Contractors Assn. San Francisco, Calif., area Painters—2,200	See next column 7/1/82	97 cents automatic semiannual cost-of-living adjustment consisting of 50 cents guaranteed amount not contingent on the movement of the BLS-CPI and 47 cents resulting from a rise in the CPI; allocation of monies was same as for Central Coast agreement above; see CWD Mar. 1982.
Mechanical Contractors Assn. of Washington Seattle, Wash., area Plumbers—1,300	99 cents 6/1/82	1-year agreement negotiated in 5/82 also provided: 50 cents 12½1/82, with distribution between wages and benefits to be determined later; $2.50 hour to vacation fund (was $2.25); $1.50 to state pension fund (was $1.43) and 80 cents to national pension fund (was 75); 81 cents to health and welfare fund (was 73); 30 cents to dental fund (was 26); 16 cents to apprenticeship fund (was 14); see CWD Sept. 1977 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Alaska Electrical Workers (IBEW)—2,650	$1 9/1/82	Deferred increase negotiated 4/81 (CWD Nov. 1981); see CWD Apr. 1982.
Hawaii Employers Council Hawaii Operating Engineers—2,500	$1 9/6/82	Deferred increase negotiated in 1980 (CWD Mar. 1981); see CWD Apr. 1982.
Hawaii Employers Council Hawaii Laborers—3,000	90 cents 9/2/82	Deferred increase negotiated 11/80 (CWD Mar. 1981); see CWD Apr. 1982.
Hawaii Employers Council Hawaii Carpenters and Joiners—5,000	90 cents 8/30/82	Deferred increase negotiated 10/80 (CWD Mar. 1981); see CWD Apr. 1982.
TRANSPORTATION AND PUBLIC UTILITIES		
Greyhound Lines National Amalgamated Transit—14,500	17 cents hour or 8.5 mills per mile 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Garment industry trucking assns. New York-New Jersey, area Ladies' Garment Workers 1,800	35 cents 9/1/82	3-year agreement negotiated 7/82 also provided: wage increases of 35 cents an hour 6/1/83, and 40 cents 6/1/84; established cost-of-living adjustment clause providing 10 cents if BLS-CPI-W rises 8.5 percent plus 5 cents for each additional 0.5 percent (maximum adjustment 25 cents) 2/6/84; $20 (was $19) a week per employee employer payment to finance health and welfare benefits 6/1/82, going to $21 a week 6/1/84; no recent listing.
Long Island Lighting Co. Long Island, N.Y. Electrical Workers (IBEW) 4,150	9.25 percent 7/82	2-year agreement negotiated 7/12/82 also provided: 9 percent 7/83; 48 cents evening and 50 cents night shift differentials (was 45 and 48 cents); 3 weeks' paid vacation after 6 years' credited service (was 7) reduced to 5 years 2d year; improved dental fee schedule to provide payment for 70 percent of reasonal and customary costs and 100 percent for diagnostic and preventive dental work; company bears the cost of medical insurance premiums for an employees dependents for up to 3 months after an employee dies, and in the event a retired employee age 65 or older dies, the employee's spouse will be able to continue major medical insurance coverage at $25 month; $4 (was $3.50) meal allowance, increasing to $4.50 2d year; see CWD July 1981.
Gulf States Utilities Co. Louisiana and Texas Electrical Workers (IBEW) 3,000	10 percent 5/23/82	2-year agreement negotiated 5/82 also provided: 8 percent 6/19/83; 4 weeks' paid vacation after 17 (was 18) years credited service and 5 weeks after 26 (was 27) years; 10th paid holiday, day after Thanksgiving; see CWD Nov. 1981.
Ohio Edison Co. Ohio Utility Workers—1,100	7 percent 6/1/82	2-year agreement negotiated 6/82 also provided: 2 percent 1/1/83, 7 percent 7/1/83, and 2 percent 1/1/84; see CWD July 1981.
General Telephone Co. of Kentucky Kentucky Communications Workers—1,440	9 percent 6/23/82	3-year agreement ratified 6/23/82 also provided: 7 percent 2d and 3d years, 12th paid holiday, personal, 1/1/83; 5 weeks' (was 4) vacation after 25 years' credited service; experimental 4-day workweek, 10 hours per day; see CWD June 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
General Telephone Co. of Indiana Ft. Wayne, Ind. Communications Workers—2,200	9.7 percent 5/1/82	3-year agreement 5/11/82 negotiated also provided: 8.4 percent 2d and 7.9 percent 3d year; cost-of-living clause suspended; 5 weeks' (was 4) paid vacation after 25 years' credited service; 12th paid holiday, floating; see CWD Apr. 1981.
Northern Indiana Public Service Co. Hammond, Ind. Steelworkers—4,200	12 cents 7/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
General Telephone Co. of Michigan Michigan Electrical Workers (IBEW) 3,100	7.5 percent 7/82	3-year agreement ratified 7/19/82 also provided: 7.5 percent 7/83 and 7 percent 7/84; employees transferrred to another job classification with higher pay for up to 90 days will receive the higher pay after working at least 30 days in the higher pay classification; see CWD July 1981.
Consumer Power Co. Jackson, Mich. Utility Workers—4,900	34 cents 9/6/82	Deferred increase negotiated 9/80 (CWD Jan. 1981); see CWD July 1982.
Basic steel industry shipowners Great Lakes, area Steelworkers—1,600	40 cents 8/1/82	Includes deferred increase of 15 cents negotiated 5/80 (CWD Oct. 1980) plus automatic quarterly cost-of-living adjustment of 25 cents; previously received wage increase of 20 cents 8/1/81; see CWD June 1982.
Great Lakes Assn. of Marine Operators Great Lakes, area Seafarers (SIU)	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
WHOLESALE AND RETAIL TRADE		
Wholesale Tobacco Distribution of New York New York, N.Y. Teamsters (Ind.)—1,200	50 cents 9/16/82	Deferred increase negotiated 9/16/80 (CWD Nov. 1980); see CWD Sept. 1981.
Greater New York Food Employers Labor Relations Council United Food and Commercial Workers—4,000	50 cents journeyman meatcutters, 30 cent meat wrappers and 30 cents part time 9/21/82	Deferred increase negotiated 9/21/80 (CWD Nov. 1980); see CWD Sept. 1981.
Baltimore Food Employers Labor Relations Baltimore, Md., area United Food and Commercial Workers—1,000	75 cents 9/7/82	Deferred increase negotiated 9/7/80 (CWD Nov. 1980); see CWD Sept. 1981.
Baltimore Food Employers Labor Relations Baltimore, Md., area United Food and Commercial Workers—9,000	75 cents 9/7/82	Deferred increase negotiated 9/7/80 (CWD Nov. 1980); see CWD Sept. 1981.
Washington, D.C. Food Labor Relations Assn. Washington, D.C., area United Food and Commercial Workers—14,500	75 cents 9/7/82	Deferred increase negotiated 9/7/80 (CWD Nov. 1980); see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Cleveland Food Industry Committee Cleveland and Akron, Ohio United Food and Commercial Workers—13,000	52.5 cents 9/1/82	Deferred increase negotiated 8/80 (CWD Nov. 1980); see CWD Sept. 1981.
Safeway Stores, King Soopers, and Associated Grocers Denver, Colo. Teamsters (Ind.)—1,500	50 cents 9/14/82	Deferred increase negotiated 9/21/80 (CWD Nov. 1980); see CWD Sept. 1981.
Food Employers Council, Inc. Los Vegas, Nev. United Food and Commercial Workers—1,600	17 cents 9/1/82	Automatic semiannual cost-of-living adjustment; see CWD Mar. 1982.
Golden Gate Restaurant Assn. San Francisco, Calif. Hotel and Restaurant Employees Union—3,000	11 percent 9/1/82	Deferred increase negotiated 9/9/81 (CWD Nov. 1981).
Independent Restaurant and Tavern Assn. San Francisco, Calif. Hotel and Restaurant Employers —1,000	11 percent 9/1/82	Deferred increase negotiated 9/81 (CWD May 1982).
Food Employers Labor Relations of Northern Calif. Northern, Calif. United Food and Commercial Workers—17,000	10 cents 9/1/82	Automatic semiannual cost-of-living adjustment; see CWD Apr. 1982.
Chain and independent food stores (grocery department) Eugene, Oregon United Food and Commercial Workers—1,000	25 cents 8/1/82	3-year agreement negotiated 6/5/82 also provided: 25 cents an hour wage increase retroactive to 2/7/82, 25 cents on 2/6/83, 8/1/83, 2/7/84 and 8/1/84; see CWD Jan. 1978.
Allied Employers, Inc. Seattle, Wash. Teamsters (Ind.)—1,300	30 cents 5/2/82	Automatic annual cost-of-living adjustment; see CWD May 1982.
SERVICES		
Teachers Buffalo, N.Y. Buffalo Federation of Teachers—1,600	7 percent 9/82	Deferred increase negotiated 9/81 (CWD Nov. 1981).
Hotel Employers Assn. of San Francisco, Calif. San Francisco, Calif. Hotel and Restaurant Employees—6,000	8 percent 8/15/82	Deferred increase negotiated 8/80 (CWD Sept. 1980); see CWD Sept. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION		
Fire fighters Philadephia, Pa. International Association of Fire Fighters—2,750	No change 7/1/82	2-year arbitration award also provided: 8.5 percent effective 7/1/83; $80 annual allowance for upkeep of uniforms established; $48 year additional salary to restore parity between fire fighters and police; $1,350 longevity pay for those with 20 years' or more experience; $1,600 for 25 to 29 years experience; and $1,850 for those with 30 or more years; increased premium pay provisions; first listing.
State employees Minnesota State, County, and Municipal Employees—14,000	24 cents 6/30/82	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1981.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
March	16	20	201.6	207.8	861.8	.04
April	17	27	48.0	223.5	4,085.2	.20
May	18	27	85.1	259.0	4,454.0	.24
June	30	43	200.1	415.1	2,618.3	.13
July	23	38	80.1	125.4	1,575.5	.08
August	9	17	36.2	96.6	1,017.9	.05
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01
March	3	r8	8.3	21.3	352.2	.02
April	9	16	35.7	55.3	480.3	.02
May	14	21	43.7	60.3	636.1	.03
June	17	25	41.4	64.5	894.0	.04
July	11	22	37.3	63.2	851.9	.04
August	14	23	40.2	59.1	779.0	.04

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during August 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in August
Brown & Sharpe Manufacturing Co. North Kingstown, R.I. Machinists	10/19/81		1,600	35,200
Texaco, Inc. Port Arthur, Tex. Oil, Chemical and Atomic Workers; Office and Professional Employees; Electrical Workers—IBEW; Machinists; and Research Technicians Union—(Ind.)	1/6/82	8/20/82	4,600	69,000
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	55,000
Homestake Mining Company Lead, S. Dak. Steelworkers	6/1/82		1,300	28,600
Iowa Beef Processors, Inc. Dakota City, Neb. Food and Commercial Workers	6/7/82		2,200	48,400
General Tire and Rubber Company Waco, Texas Rubber Workers	6/14/82		1,200	26,400
Construction Industry Arizona Teamsters (Ind.); Operating Engineers; Laborers; Carpenters; and Cement Masons	6/17/82		5,000	110,000
Construction Industry Toledo, Ohio 8 Building Trades	7/1/82		[2]7,000	94,000
Construction Industry New York, N.Y. Teamsters (Ind.) and Operating Engineers	7/1/82		3,500	77,000
Construction Industry Milwaukee, Wis. Sheet Metal Workers	7/12/82	8/10/82	1,200	8,400
The Regional Transportation District Denver, Colo. Transit Union	7/12/82	8/9/82	1,400	8,400
Armstrong Rubber Company West Haven Conn.; Madison, Tenn.; Hanford, Calif.; Des Moines, Iowa; and Natchez, Miss. Rubber Workers	7/17/82	8/6/82	2,700	13,500
Missouri River Basin Employers Kansas City, Kansas Boilermakers	7/23/82		3,500	77,000
Agripac, Inc. Salem, Ore. Teamster (Ind.)	7/26/82	8/6/82	2,500	12,500
General Motors Corp. Bowling Green, Ky. Automobile Workers	8/3/82	8/15/82	1,200	10,800
Monterey Penisula Hotel and Restaurant Association Monterey, Calif. Hotel Employees and Restaurant Employees	8/5/82	8/24/82	1,500	21,000

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during August 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in August
Cartoon Studios Hollywood, Calif. Theatrical Stage Employees	8/6/82		1,600	28,800
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers	8/11/82	8/28/82	1,500	19,500
Construction Industry Satsop, Wash. Plumbers	8/12/82	8/17/82	2,800	11,200
Construction Industry Detroit, Mich. Electrical Workers—IBEW	8/25/82		3,500	17,500
Alabama Power Company Birmingham, Ala. Electrical Workers—IBEW	8/31/82		4,000	4,000
Board of Education Flint, Mich. Education Association (Ind.)	8/31/82	8/31/82	1,800	1,800
Board of Education East St. Louis, Ill. Teachers	8/31/82		1,000	1,000
Total beginning in August:	14 stoppages		40,200	
Total in effect in August:	23 stoppages		59,100	779,000

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[1] The number of workers involved are rounded to the nearest hundred.

[2] By 8/17, all unions had settled and returned except about 2,000 glaziers, plumbers, and asbestos workers.

Major Agreements Expiring in October

Employer and location	Industry	Labor organization[1]	Number of workers
American Enka Corp. (Lowland, Tenn.)	Chemicals	United Textile Workers	2,400
Bayly Corp. (Interstate)	Apparel	Clothing and Textile Workers	1,200
Chain and Independent Food Stores (New Mexico)[2]	Retail trade	Food and Commercial Workers	2,300
Colonial Stores, Inc., Raleigh Division (North Carolina)	Retail trade	Food and Commercial Workers	1,400
Consolidated Gas Supply Corp. (Interstate)	Utilities	Service Employees	1,750
Cotton Garment and Outerwear Agreement (Philadelphia, Pa.)[2]	Apparel	Clothing and Textile Workers	1,550
Dayton Power and Light Co. (Ohio)	Utilities	Utility Workers	2,600
General Telephone Company of Illinois, Service, Construction and Supply Departments (Illinois)	Communication	Electrical Workers (IBEW)	1,750
GTE Sylvania, Inc. (Seneca Falls, N.Y.)	Electrical products	Steelworkers	1,000
Hesston Corp. (Hesston, Kans.)	Machinery	Hesston Corporation Workers Association	1,450
Hotel Association of Ohio (Ohio)	Hotels	Hotel Employees and Restaurant Employees	1,600
Jewel Companies, Inc., Eisner Food Stores Division (Chicago, Ill.)	Retail trade	Retail Workers	1,400
Mack Trucks, Inc., Master Shop Agreement (Interstate)	Transportation equipment	Auto Workers	6,250
Massey-Ferguson, Inc., Master Agreement (Interstate)	Machinery	Auto Workers	1,500
Pittsburgh Buildings Association (Pennsylvania)	Services	Service Employees	1,200
Retail Butchers Fish and Poultry Agreement (California)[2]	Retail trade	Food and Commercial Workers	3,500
Retail Meat Markets and Frozen Food Locker Plants (California)[2]	Retail trade	Food and Commercial Workers	1,500
Rubbermaid, Inc. (Wooster, Ohio)	Rubber	Rubber Workers	1,300
Simmons Co. (Interstate)	Furniture	Upholsterers	2,100
TRW, Inc. (Ohio)	Transportation equipment	Aircraft Workers Alliance, Inc. (Ind.)	4,000
Wisconsin Public Service Corp. (Wisconsin)	Utilities	Operating Engineers	1,000

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes; real spendable earnings are current earnings adjusted for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on a farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The Index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	66.1	71.3	78.0	85.5	92.9	100.0	108.6	119.1	131.4	144.1
1977 dollars	95.7	97.3	95.9	96.3	98.9	100.0	100.9	99.4	96.7	96.0
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.1	93.0	100.0	108.6	118.6	130.8	143.2
1977 dollars	96.7	97.9	96.5	96.9	99.0	100.0	100.8	99.0	96.1	95.4
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981					1982							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July[2]	Aug.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.69
1977 dollars	4.79	4.81	4.82	4.83	4.81	4.86	4.84	4.85	4.85	4.83	4.78	4.77	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	259.88	259.74	261.18	262.20	262.24	255.95	262.39	261.99	262.27	265.52	267.40	269.96	271.46
1977 dollars	170.64	168.88	169.49	169.71	169.30	164.70	168.31	168.37	167.80	168.16	167.33	167.90	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.5	148.5	149.1
1977 dollars	91.9	92.1	92.2	92.7	92.6	93.6	93.3	93.5	93.7	93.4	92.4	92.3	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	7.70	7.73
1977 dollars	4.83	4.80	4.80	4.81	4.80	4.82	4.82	4.84	4.86	4.85	4.82	4.81	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	258.37	257.95	259.74	261.50	261.10	258.69	263.55	263.15	264.89	267.75	267.78	268.73	269.78
1977 dollars	170.09	168.05	168.44	168.82	167.91	165.93	168.62	168.90	169.69	169.89	168.14	167.75	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	r145.6	–	–	r148.2	–	–	r150.9	–	–	153.4	–	–	*
1977 dollars	r95.7	–	–	r95.6	–	–	96.5	–	–	97.1	–	–	*
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	r144.7	–	–	r147.4	–	–	r150.1	–	–	152.3	–	–	*
1977 dollars	r95.1	–	–	r95.1	–	–	r96.1	–	–	96.4	–	–	*
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.0	148.8	149.7
1977 dollars	92.5	92.1	92.1	92.3	92.3	92.9	92.8	93.3	93.7	93.7	93.1	92.9	*

[1] Production and nonsupervisory workers.

[2] The Hourly Earnings Index figures are preliminary.

p = preliminary.

r = revised.

* Not available.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.9	131.9
Manufacturing	67.8	71.8	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	68.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.9	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981						1982							
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July[4]	Aug.p
	Data before seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy[1]	$7.24	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.69
Mining	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.95
Contract construction	10.79	10.92	11.07	11.16	11.18	11.26	11.59	11.32	11.33	11.32	11.46	11.41	11.53	11.61
Manufacturing	8.02	8.03	8.16	8.16	8.20	8.27	8.42	8.34	8.37	8.42	8.45	8.50	8.55	8.51
Transportation and public utilities	9.67	9.87	9.95	9.94	10.05	10.06	10.10	10.13	10.07	10.14	10.17	10.20	10.26	10.41
Wholesale and retail trade	5.91	5.94	6.04	6.01	6.04	6.02	6.17	6.16	6.16	6.18	3.20	6.20	6.20	6.21
Finance, insurance, and real estate	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.77	6.84
Services	6.34	6.41	6.52	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.85	6.84	6.86	6.90
Wage rates, hired farm labor (quarterly data)	(2)	–	–	(2)	–	–	(2)	–	–	(2)	–	–	(2)	–
Indexes, 1977 = 100														
Hourly Earnings index, private nonfarm economy[1]	138.8	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.6	148.5	149.1
Mining	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	161.6	162.0
Contract construction	132.3	133.6	135.5	136.3	136.3	136.7	139.7	136.5	136.8	137.4	139.3	139.1	240.7	141.6
Manufacturing	142.3	142.9	144.7	145.4	146.4	147.4	149.3	149.1	149.8	150.9	151.5	152.4	153.3	153.4
Transportation and public utilities	138.5	141.6	143.0	143.0	144.6	145.0	145.6	146.3	145.4	146.4	147.2	147.3	147.7	149.8
Wholesale and retail trade	138.2	139.1	141.0	140.0	140.8	140.9	143.0	143.3	143.5	144.3	145.2	144.9	145.2	145.6
Wholesale trade	140.2	141.7	142.5	143.3	144.4	144.6	146.7	146.8	146.6	147.5	148.6	148.0	149.0	149.5
Retail trade	137.1	137.7	140.2	138.3	138.9	139.0	141.0	141.4	141.8	142.6	143.4	143.3	143.2	143.4
Finance, insurance, and real estate	137.5	139.7	139.8	140.7	142.6	141.5	143.7	144.9	144.2	145.4	147.9	146.9	148.2	149.8
Services	136.6	138.0	139.7	140.6	142.3	142.3	144.5	144.9	144.6	145.6	146.5	146.6	147.6	148.4
	Data after seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy	$7.27	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	$7.70	$7.73
Mining[3]	10.09	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.68	10.82	10.91	10.95
Contract construction	10.82	10.90	10.95	11.06	11.14	11.22	11.52	11.34	11.39	11.43	11.54	11.51	11.56	11.59
Manufacturing	8.03	8.09	8.14	8.16	8.20	8.20	8.38	8.34	8.37	8.44	8.48	8.52	8.56	8.57
Transportation and public utilities	9.68	9.84	9.86	9.89	9.97	10.02	10.09	10.13	10.15	10.18	10.24	10.30	10.27	10.38
Wholesale and retail trade	5.94	5.98	6.03	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.20	6.22	6.22	6.25
Finance, insurance, and real estate[3]	6.28	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.77	6.84
Services	6.42	6.51	6.54	6.56	6.63	6.65	6.71	6.72	6.72	6.80	6.85	6.90	6.95	7.00
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	139.1	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.1	148.8	149.7
Mining[3]	149.0	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	161.6	162.0
Contract construction	132.2	132.8	133.5	134.7	135.7	136.6	139.9	137.9	138.1	138.7	139.9	139.7	140.5	140.7
Manufacturing	142.4	143.5	144.7	145.4	146.4	146.9	148.9	149.1	149.9	150.8	151.8	152.5	153.3	154.0
Transportation and public utilities	139.0	141.6	141.5	142.3	143.5	144.3	145.5	146.0	146.3	146.9	148.2	149.1	148.3	149.6
Wholesale and retail trade	138.4	139.7	141.0	140.5	141.3	141.7	142.1	142.5	142.8	143.7	145.1	145.2	145.4	146.2
Wholesale trade	140.5	142.4	142.4	143.5	144.4	144.3	146.3	146.3	146.3	147.1	148.9	148.4	149.3	150.3
Retail trade	137.2	138.2	140.3	138.8	139.6	140.4	139.9	140.4	140.9	141.9	143.1	143.6	143.3	144.0
Finance, insurance, and real estate	137.8	140.1	140.4	141.4	142.6	142.0	143.1	143.3	143.8	144.9	148.0	147.2	148.5	150.3
Services	137.4	139.2	139.7	140.9	142.2	142.6	143.4	143.7	143.9	145.1	146.5	147.3	148.5	149.7

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[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

[4] The Hourly Earnings Index figures are preliminary.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980				1981				1982	
	I	II	III	IV	I	II	III	IV	I	II
Average hourly compensation:										
All persons, private business sector	9.9	10.4	10.5	10.7	10.5	9.7	9.4	8.9	7.8	7.6
All employees, nonfarm business sector:										
Current dollars	9.5	10.2	10.4	10.6	10.6	9.7	9.4	8.9	7.8	7.6
1977 dollars	-4.2	-3.8	-2.2	-1.8	-.6	0	-1.2	-.6	.4	.7
Average hourly earnings, private nonfarm economy[1]	7.6	8.2	7.9	8.9	9.2	9.2	9.2	7.9	6.8	6.2
Mining[2]	8.0	7.0	7.5	9.1	10.4	7.4	10.7	9.3	8.2	9.6
Contract construction	6.3	7.2	7.4	8.2	9.2	8.2	8.6	8.6	9.1	8.0
Manufacturing	7.4	8.0	9.0	10.3	10.7	10.8	9.9	8.0	7.9	6.8
Transportation and public utilities	8.5	9.6	7.7	9.0	9.5	9.8	9.9	8.3	7.8	6.3
Wholesale and retail trade	7.8	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7	5.3
Finance, insurance, and real estate[2]	9.1	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7	7.5
Services	8.2	9.5	9.2	9.5	9.7	9.4	9.9	9.3	8.4	8.1
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	8.2	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7	7.2
1977 dollars	-6.2	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3	.6
Mining[2]	8.9	8.5	8.9	10.2	11.1	9.8	10.9	9.9	9.0	7.7
Contract construction	6.1	6.7	7.0	7.7	8.9	7.8	8.1	8.1	8.1	7.2
Manufacturing	9.0	9.6	10.6	10.9	10.7	10.1	9.3	8.8	8.6	7.9
Transportation and public utilities	8.7	9.9	8.1	9.3	9.7	10.2	10.0	8.5	8.1	6.9
Wholesale and retail trade	7.8	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8	5.6
Wholesale trade	8.8	9.0	8.7	8.7	8.6	8.4	8.9	8.5	7.6	6.9
Retail trade	7.2	7.7	8.5	8.8	8.6	8.5	7.8	6.4	4.8	4.9
Finance, insurance, and real estate	8.8	9.7	9.3	10.2	9.7	8.6	8.7	8.0	8.7	7.5
Services	8.1	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1	7.8
Wage rates, hired farm labor[3]	9.7	5.4	11.5	8.5	(*)	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	6.6	7.0	6.2	8.0	8.9	9.6	9.3	7.2	5.0	5.1
1977 dollars	-6.5	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-1.6	-1.4

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

* Not available.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979		1980				1981				1982	
	III	IV	I	II	III	IV	I	II	III	IV	I	II
Average hourly compensation:												
All persons, business sector	9.8	8.8	12.5	10.7	10.1	9.4	11.7	7.5	9.0	7.4	7.3	7.0
All employees, nonfarm business sector:												
Current dollars	9.6	9.0	11.8	10.4	10.4	9.7	11.8	6.9	9.2	7.5	7.7	5.9
1977 dollars	-3.9	-4.6	-4.1	-2.5	2.4	-2.8	.4	-.1	-2.5	-.3	4.3	1.2
Average hourly earnings, private nonfarm economy[1]	8.8	7.3	8.3	8.3	7.9	11.2	9.6	8.0	8.0	6.1	5.1	5.8
Mining[2]	1.4	7.1	10.4	9.5	3.4	13.4	15.6	-1.6	16.8	7.7	11.3	3.0
Contract construction	7.1	5.7	5.0	10.8	8.0	8.9	9.0	7.1	9.5	9.5	10.3	2.7
Manufacturing	7.2	7.3	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9	5.7
Transportation and public utilities	14.6	8.3	7.5	8.3	6.9	13.3	9.5	9.6	7.0	7.0	6.7	4.7
Wholesale and retail trade	7.1	8.0	9.6	8.0	8.1	9.2	8.8	7.8	7.0	5.0	3.1	6.0
Finance, insurance, and real estate[2]	8.4	8.0	15.1	7.6	7.7	11.4	13.6	3.9	7.5	8.0	7.4	7.3
Services	9.1	9.4	8.7	10.8	8.0	10.6	9.6	9.3	10.0	8.3	6.0	8.2
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.5	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5	6.4
1977 dollars	-4.6	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5	1.4
Mining[2]	5.0	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0	4.1
Contract construction	6.3	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1	2.3
Manufacturing	7.9	8.8	10.2	11.6	12.0	9.8	9.4	9.4	8.7	7.7	8.7	6.6
Transportation and public utilities	14.5	8.7	7.6	8.9	7.0	13.9	9.1	11.0	6.4	7.7	7.4	6.0
Wholesale and retail trade	7.2	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	4.4	6.4
Wholesale trade	8.4	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4	5.1
Retail trade	6.8	7.2	9.4	7.4	10.2	8.3	8.6	6.8	7.4	3.0	2.4	7.2
Finance, insurance, and real estate[2]	10.0	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0	9.5
Services	8.6	9.8	8.5	10.2	7.4	11.8	9.1	8.9	9.3	9.3	5.1	8.5
Wage rates, hired farm labor[3]	41.6	22.0	-13.6	-3.1	20.7	53.0	22.6	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	10.4	6.1	6.6	5.1	7.1	13.3	10.4	7.8	6.0	5.0	1.6	7.8
1977 dollars	-2.9	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4	3.4

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

* Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981					1982							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July[p]	Aug.p
Average hourly earnings, private nonfarm economy[1]	9.4	9.2	8.3	8.0	7.5	7.4	6.8	6.2	6.3	6.4	6.1	5.9	5.3
Mining[2]	10.5	10.4	9.5	9.5	8.9	9.0	7.8	7.9	9.7	10.1	9.0	8.1	8.2
Contract construction	8.6	8.5	8.6	8.9	8.7	10.8	8.3	8.2	8.1	8.5	7.3	6.8	6.3
Manufacturing	9.9	9.8	8.8	7.9	7.3	9.0	7.6	7.2	6.8	6.8	6.6	6.6	5.9
Transportation and public utilities	10.4	10.3	8.2	8.4	8.3	8.4	7.4	7.1	6.6	6.2	6.2	6.1	5.5
Wholesale and retail trade	8.1	8.4	7.5	6.9	7.0	6.5	5.5	5.2	5.3	5.3	5.2	4.7	4.5
Finance, insurance, and real estate[2]	9.4	8.8	8.6	8.3	7.6	7.4	6.4	6.3	6.9	8.3	7.0	7.8	10.8
Services	10.2	10.1	9.7	9.4	8.8	9.3	8.2	7.7	8.3	8.0	8.0	8.2	7.2
Hourly Earnings Index:[1] [3]													
Private nonfarm economy:													
Current dollars	9.3	9.3	8.6	8.4	8.2	8.3	7.5	7.2	7.2	7.3	7.1	7.0	6.3
1977 dollars	-1.4	-1.4	-1.4	-.9	-.4	.1	.1	.6	.5	.8	.1	.7	*
Mining	10.7	10.9	10.1	10.2	9.6	9.8	6.8	8.2	7.3	7.6	8.3	8.4	8.3
Contract construction	8.0	8.0	8.1	8.3	8.0	9.7	7.5	7.2	7.3	7.7	6.7	6.3	6.0
Manufacturing	9.3	9.4	9.0	8.6	6.5	9.1	8.4	8.2	8.0	8.0	7.8	7.7	7.3
Transportation and public utilities	10.7	10.5	8.4	8.6	8.7	8.8	7.9	7.6	7.0	6.8	6.8	6.7	5.8
Wholesale and retail trade	8.2	6.6	7.4	6.9	7.1	6.2	5.8	5.4	5.5	5.8	5.5	5.1	4.7
Wholesale trade	9.4	8.8	9.0	8.3	8.1	8.4	7.7	6.8	6.8	7.1	6.6	6.3	5.6
Retail trade	7.5	6.4	6.5	6.2	6.6	5.0	4.8	4.7	4.8	5.1	4.9	4.5	4.7
Finance, insurance, and real estate	9.1	8.6	8.4	8.1	7.5	7.4	6.4	6.2	7.0	8.2	7.4	7.7	7.3
Services	10.0	9.8	9.5	9.2	8.9	8.8	8.1	7.5	7.9	7.8	7.6	8.1	7.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	9.7	8.2	7.7	7.4	6.6	3.8	6.2	5.0	4.8	5.2	5.2	4.7	4.4
1977 dollars	-1.0	-2.2	-2.1	-1.8	-1.9	-4.1	-1.1	-1.4	-1.4	-1.2	-1.6	-1.4	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The Hourly Earnings Index figures are preliminary.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981					1982							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July[p]	Aug.p
Average hourly earnings, private nonfarm economy[1]	8.4	7.8	7.4	7.4	6.5	7.0	5.2	4.7	5.2	5.4	5.7	4.8	5.4
Mining[2]	5.6	8.9	11.4	15.2	9.9	11.4	10.1	6.9	8.0	5.3	8.0	4.9	6.3
Contract construction	8.4	8.1	9.5	9.6	9.3	13.4	8.2	8.2	6.8	7.3	5.2	.7	4.4
Manufacturing	9.0	8.6	6.7	6.6	5.3	8.9	6.3	5.7	7.0	6.9	8.0	4.3	5.6
Transportation and public utilities	8.9	8.2	7.2	7.0	6.7	8.6	6.0	6.0	6.0	5.5	5.7	3.6	5.0
Wholesale and retail trade	7.0	7.3	6.2	5.8	5.6	5.1	4.1	3.0	4.4	4.7	4.7	4.8	5.0
Finance, insurance, and real estate[2]	5.2	6.2	7.2	8.8	7.2	9.1	7.7	6.4	6.6	7.6	7.6	6.8	6.8
Services	9.9	9.8	9.8	9.4	8.3	9.2	6.6	5.6	6.8	6.7	7.6	7.3	8.5
Hourly Earnings Index:[3]													
Private nonfarm economy:													
Current dollars	8.7	8.7	8.1	8.0	7.6	8.6	6.4	3.7	6.3	6.6	6.6	5.4	6.5
1977 dollars	-.3	-1.3	-2.0	-1.4	-1.4	1.6	.5	2.6	3.7	3.0	1.7-.2	*	
Mining[2]	8.6	10.7	7.7	10.8	8.3	9.8	8.9	5.8	6.9	4.5	8.3	7.0	7.8
Contract construction	7.3	7.3	8.5	9.1	8.9	12.1	7.7	7.0	6.1	6.3	4.6	.9	4.2
Manufacturing	9.1	9.2	8.4	8.4	7.8	9.3	8.0	7.3	7.6	7.6	7.8	6.0	6.6
Transportation and public utilities	9.4	8.3	7.4	7.0	7.8	9.5	6.3	6.8	6.5	6.7	6.9	3.9	5.3
Wholesale and retail trade	7.5	6.3	6.4	6.0	6.0	5.5	4.1	2.6	4.7	5.6	5.0	4.5	5.3
Wholesale trade	9.5	7.8	8.7	7.8	7.5	8.5	3.7	5.6	5.0	6.4	5.8	4.1	5.5
Retail trade	6.4	8.6	5.1	5.1	5.2	3.9	3.2	.9	4.5	5.1	4.6	5.0	5.1
Finance, insurance, and real estate	8.2	7.5	8.9	8.6	7.4	7.9	4.6	4.9	5.1	7.7	7.4	7.6	9.9
Services	9.6	9.1	9.6	9.4	8.8	9.0	6.6	6.0	6.2	6.2	6.7	7.3	8.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	8.4	5.9	5.6	5.6	5.2	1.6	4.1	4.1	4.0	4.8	5.1	7.9	4.8
1977 dollars	-.6	-3.8	-4.3	-3.6	-3.5	-4.9	-1.7	1.0	1.5	1.3	.3	2.2	*

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] The Hourly Earnings Index figures are preliminary.

p = preliminary.
* Not available.

Table 9. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits), civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Civilian nonfarm workers[1]	100.0	106.3	107.5	-	1.7	1.1	-	-	7.5
Workers, by occupational group									
White-collar workers	100.0	106.5	107.7	-	1.5	1.1	-	-	7.7
Blue-collar workers	100.0	105.7	107.1	-	1.5	1.3	-	-	7.1
Service workers	100.0	107.2	108.3	-	2.9	1.0	-	-	8.3
Workers, by industry division									
Manufacturing	100.0	106.0	107.2	-	1.9	1.1	-	-	7.2
Nonmanufacturing	100.0	106.4	107.7	-	1.5	1.2	-	-	7.7
Services	100.0	108.2	109.2	-	1.0	.9	-	-	9.2
Public administration[2]	100.0	108.1	109.1	-	2.0	.9	-	-	9.1
Private nonfarm workers[3]	100.0	105.8	107.2	1.9	1.7	1.3	10.3	7.8	7.2
Workers, by occupational group									
White-collar workers	100.0	105.8	107.2	1.8	1.7	1.3	10.2	7.6	7.2
Blue-collar workers	100.0	105.6	107.0	2.3	1.5	1.3	10.5	8.0	7.0
Service workers	100.0	106.7	107.9	.7	3.5	1.1	10.1	7.5	7.9
Workers, by industry division									
Manufacturing	100.0	106.0	107.2	2.0	1.9	1.1	10.5	8.2	7.2
Nonmanufacturing	100.0	105.7	107.1	1.8	1.7	1.3	10.2	7.6	7.1
State and local government workers	100.0	108.8	109.3	-	1.3	.5	-	-	9.3
Workers, by occupational group									
White-collar workers	100.0	109.1	109.5	-	1.2	.4	-	-	9.5
Blue-collar workers	100.0	108.2	108.9	-	2.2	.6	-	-	8.9
Workers, by industry division									
Services	100.0	109.0	109.4	-	1.0	.4	-	-	9.4
Schools	100.0	108.9	109.1	-	.9	.2	-	-	9.1
Elementary and secondary	100.0	109.3	109.5	-	.9	.2	-	-	9.5
Hospitals and other services[4]	100.0	109.5	110.3	-	1.6	.7	-	-	10.3
Public administration[2]	100.0	108.1	109.1	-	2.0	.9	-	-	9.1

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

- Data not available.

Table 10. Employment Cost Index for wage and salaries, civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Civilian nonfarm workers[1]	100.0	106.3	107.3	–	1.8	0.9	–	–	7.3
Workers, by occupational group									
White-collar workers	100.0	106.7	107.6	–	1.9	.8	–	–	7.6
Blue-collar workers	100.0	105.5	106.7	–	1.4	1.1	–	–	6.7
Service workers	100.0	106.8	107.9	–	3.1	1.0	–	–	7.9
Workers, by industry division									
Manufacturing	100.0	105.9	107.0	–	1.8	1.0	–	–	7.0
Nonmanufacturing	100.0	106.5	107.5	–	1.9	.9	–	–	7.5
Services	100.0	108.6	109.5	–	1.9	.8	–	–	9.5
Public administration[2]	100.0	107.5	108.4	–	1.9	.8	–	–	8.4
Private nonfarm workers[3]	100.0	105.9	107.1	2.0	2.0	1.1	9.3	8.1	7.1
Workers, by occupational group									
White-collar workers	100.0	106.2	107.3	1.9	2.2	1.0	9.4	8.3	7.3
Blue-collar workers	100.0	105.4	106.6	2.4	1.4	1.1	9.2	7.9	6.6
Service workers	100.0	106.7	107.9	.8	3.9	1.1	8.9	7.6	7.9
Workers, by industry division									
Manufacturing	100.0	105.9	107.0	2.2	1.8	1.0	9.0	8.2	7.0
Nonmanufacturing	100.0	105.9	107.1	2.0	2.0	1.1	9.5	8.0	7.1
State and local government workers	100.0	108.2	108.7	–	1.1	.5	–	–	8.7
Workers, by occupational group									
White-collar workers	100.0	108.5	108.9	–	.9	.4	–	–	8.9
Blue-collar workers	100.0	107.5	107.9	–	1.9	.4	–	–	7.9
Workers, by industry division									
Services	100.0	108.4	108.8	–	.7	.4	–	–	8.8
Schools	100.0	108.3	108.5	–	.6	.2	–	–	8.5
Elementary and secondary	100.0	108.7	108.8	–	.7	.1	–	–	8.8
Hospitals and other services[4]	100.0	108.8	109.5	–	1.4	.6	–	–	9.5
Public administration[2]	100.0	107.5	108.4	–	1.9	.8	–	–	8.4

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

- Data not available.

Table 11. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Private nonfarm workers[1]	100.0	105.9	107.1	2.0	2.0	1.1	9.3	8.1	7.1
Workers, by occupational group									
White-collar workers	100.0	106.2	107.3	1.9	2.2	1.0	9.4	8.3	7.3
Professional and technical workers	100.0	108.0	109.4	1.8	2.4	1.3	10.1	10.0	9.4
Managers and administrators	100.0	105.8	107.2	1.4	2.9	1.3	8.7	7.3	7.2
Sales workers	100.0	102.2	101.8	3.9	.3	-.4	10.2	6.2	1.8
Clerical workers	100.0	107.0	108.3	1.4	2.7	1.2	8.8	8.5	8.3
Blue-collar workers	100.0	105.4	106.6	2.4	1.4	1.1	9.2	7.9	6.6
Craft and kindred workers	100.0	106.2	107.6	2.2	1.8	1.3	9.4	8.6	7.6
Operatives, except transport	100.0	105.4	106.6	2.3	1.2	1.1	9.3	7.8	6.6
Transport equipment operatives	100.0	103.2	104.1	3.3	.5	.9	8.4	6.6	4.1
Nonfarm laborers	100.0	104.1	105.1	2.5	.8	1.0	9.0	6.8	5.1
Service workers	100.0	106.7	107.9	.8	3.9	1.1	8.9	7.6	7.9
Workers, by industry division									
Manufacturing	100.0	105.9	107.0	2.2	1.8	1.0	9.0	8.2	7.0
Durables	100.0	106.3	107.4	2.1	1.7	1.0	9.6	8.6	7.4
Nondurables	100.0	105.3	106.3	2.2	2.1	.9	7.9	7.7	6.3
Nonmanufacturing	100.0	105.9	107.1	2.0	2.0	1.1	9.5	8.0	7.1
Construction	100.0	105.9	107.3	2.4	1.5	1.3	8.9	8.5	7.3
Transportation and public utilities	100.0	105.7	106.9	2.3	2.0	1.1	10.9	8.2	6.9
Wholesale and retail trade	100.0	103.9	105.8	1.9	1.6	1.8	8.5	5.8	5.8
Wholesale trade	100.0	106.3	108.9	1.5	2.8	2.4	8.5	7.9	8.9
Retail trade	100.0	103.0	104.5	2.0	1.1	1.5	8.5	5.0	4.5
Finance, insurance, and real estate	100.0	103.7	102.4	4.5	1.4	-1.3	11.8	8.4	2.4
Services	100.0	108.8	110.0	.4	2.8	1.1	8.8	9.2	10.0

[1] Excludes private household workers.

Table 12. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits) private nonfarm workers,[1] by bargaining status, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Workers, by bargaining status									
Union	100.0	106.5	108.4	2.4	1.6	1.8	11.5	9.1	8.4
Manufacturing	100.0	106.3	108.0	–	1.6	1.6	–	–	8.0
Nonmanufacturing	100.0	106.8	108.7	–	1.7	1.8	–	–	8.7
Nonunion	100.0	105.3	106.5	1.7	1.7	1.1	9.8	7.0	6.5
Manufacturing	100.0	105.7	106.6	–	2.1	.9	–	–	6.6
Nonmanufacturing	100.0	105.2	106.4	–	1.6	1.1	–	–	6.4
Workers, by area size									
Metropolitan areas	100.0	105.7	107.2	1.9	1.5	1.4	10.3	7.7	7.2
Other areas	100.0	106.2	107.0	2.0	2.9	.8	10.7	8.3	7.0

[1] Excludes private household workers.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 13. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Workers, by bargaining status									
Union	100.0	106.5	108.1	2.6	1.4	1.5	10.1	9.3	8.1
Manufacturing	100.0	105.9	107.3	2.3	1.1	1.3	9.6	8.4	7.3
Nonmanufacturing	100.0	107.0	108.8	3.0	1.7	1.7	10.6	10.2	8.8
Nonunion	100.0	105.6	106.5	1.8	2.3	.9	9.0	7.5	6.5
Manufacturing	100.0	105.9	106.7	2.1	2.5	.8	8.4	8.2	6.7
Nonmanufacturing	100.0	105.5	106.4	1.7	2.2	.9	9.2	7.3	6.4
Workers, by region									
Northeast	100.0	106.1	106.7	1.7	1.6	.6	8.1	7.9	6.7
South	100.0	105.7	107.4	2.0	2.8	1.6	9.4	7.9	7.4
North Central	100.0	104.7	106.1	1.9	1.4	1.3	9.2	6.7	6.1
West	100.0	107.9	108.6	2.1	2.7	.6	10.7	10.2	8.6
Workers, by area size									
Metropolitan areas	100.0	105.9	107.1	2.1	1.8	1.1	9.4	8.2	7.1
Other areas	100.0	106.0	106.8	1.7	2.8	.8	9.2	7.8	6.8

[1] Excludes private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending													
	1979				1980				1981				1982	
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]														
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0	3.5
Over life of contract[3]	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	6.4	8.3	6.2	2.9
Wage-rate adjustments in-														
All industries														
First year	7.0	7.9	7.6	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.4	5.1
Contracts with COLA clauses[4]	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.4	2.7
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.6	11.5	9.1
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.9	7.1	7.0	7.6	8.0	7.9	6.7	4.1
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	3.0	1.9
Contracts without COLA clauses	7.0	7.8	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.5	7.9
Manufacturing														
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.8	7.4	7.0	7.3	7.4	7.2	5.6	2.8
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	3.1	1.8
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.6	9.4	8.2
Over life of contracts[3]	6.8	7.7	5.8	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.9	2.5
Contracts with COLA clauses	5.6	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.8	2.8	1.5
Contracts without COLA clauses	7.6	8.1	6.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.1	7.0
Nonmanufacturing														
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.6	11.2	11.4	11.2	9.4	7.1
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1	4.5
Contracts without COLA clauses	7.5	8.4	8.8	8.8	9.0	10.7	11.7	12.1	11.9	12.7	12.3	12.1	12.0	9.4
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	8.4	8.2	8.3	8.3	8.6	9.4	8.8	7.4	5.5
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.6	3.1	2.4
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	9.8	8.2
Construction														
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.2	10.1
Contracts with COLA clauses	5.2	9.1	8.7	8.7	13.5	13.9	13.9		13.9	12.0	8.8	8.8	8.6	7.8
Contracts without COLA clauses	6.9	8.3	8.9	8.8	8.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.6	10.1
Over life of contract[3]	6.4	8.0	8.3	8.3	8.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.2	8.8
Contracts with COLA clauses	4.6	7.3	4.8	4.6	4.8	6.9	8.8	8.8	8.8	9.2	8.4	8.4	8.4	4.9
Contracts without COLA clauses	6.5	8.0	8.3	8.4	8.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.4	8.8

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost-of-Living Adjustment clause.

NOTE: Some of the previously published data for 1979 through 1981 are revised as a result of change in estimation procedures that improve rounding precision.

Table 15. Average percent changes in wages and compensation provided by major collective bargaining settlements[1] by year and by quarter

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982	
							IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]																	
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.5	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.9	2.1
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	8.3	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.2	1.6
Wage adjustments in—																	
All industries:																	
First year	8.4	7.8	7.6	7.4	9.5	9.8	6.3	8.2	9.1	10.5	8.3	7.1	11.8	10.8	9.0	3.0	2.9
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.5	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	5.9	4.5	1.1	1.6
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	8.3	6.3
Over life of contract[4]	6.4	5.8	6.4	6.0	7.1	7.9	5.3	6.5	7.3	7.4	6.5	6.2	9.7	8.7	5.7	2.8	2.7
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.0	1.4
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	7.7	6.2
Manufacturing:																	
First year	8.9	8.4	8.3	6.9	7.4	7.2	5.6	7.2	6.7	8.4	7.8	6.4	8.2	9.0	6.6	2.5	1.3
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.0	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	5.0	4.5	1.3	1.2
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	7.6	7.1
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.1	4.2	5.7	5.1	5.6	5.8	5.5	6.7	7.5	5.4	2.7	1.2
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.7	1.1
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	3.4	2.6
Nonmanufacturing:																	
First year	7.7	7.4	7.4	8.0	10.9	11.2	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	3.4	6.2
Contracts with COLA clauses	8.1	7.9	6.5	7.0	9.7	8.9	6.3	8.7	11.6	9.8	5.8	8.2	8.5	3.0	9.8	.8	4.5
Contracts without COLA clauses	7.4	7.0	7.9	8.8	12.2	13.5	8.4	10.5	11.5	13.3	12.3	8.6	13.1	12.2	9.2	8.6	6.8
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	7.5	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.9	5.9
Contracts with COLA clauses	6.6	5.5	5.3	5.5	5.7	5.8	7.1	6.5	6.8	5.6	4.3	7.1	7.9	4.3	4.7	.4	3.4
Contracts without COLA clauses	7.0	6.6	6.9	8.0	10.8	9.9	7.3	9.0	10.3	11.8	10.6	8.0	10.7	9.5	8.5	7.9	6.8
Construction:																	
First year	6.1	6.3	6.5	8.8	13.6	13.5	7.2	10.8	12.2	15.4	14.3	11.4	12.9	16.4	11.4	9.1	5.8
Contracts with COLA clauses	7.3	8.2	–	8.7	13.9	8.8	–	–	13.8	13.9	–	16.5	8.6	8.5	–	–	–
Contracts without COLA clauses	6.1	6.0	–	8.8	13.6	13.9	7.5	10.8	12.1	15.9	14.3	11.2	13.5	16.5	11.3	–	–
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9	6.0
Contracts with COLA clauses	6.0	7.3	–	4.8	8.8	8.4	–	–	7.2	9.6	–	8.7	8.4	8.7	–	–	–
Contracts without COLA clauses	6.2	6.1	–	8.4	12.0	11.6	7.6	9.1	10.8	14.1	12.0	10.4	11.5	12.4	11.7	–	–

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[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

p = preliminary.

Table 16. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982	
							IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	1.0	1.9
Adjustments resulting from —																	
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.2	.3
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.6	1.3
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6	.3	.2
Total in—																	
Manufacturing	8.5	8.4	8.6	9.8	10.2	9.4	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.9	.9
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0	2.6
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.2	1.7
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7	4.8
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.9	1.4
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.2	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.6	1.4
Services	5.7	6.7	8.8	7.0	8.1	9.6	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.6	2.3

[1] Data relate to private nonfarm industry agreements covering 1,000 or more production and related workers in manufacturing and 1,000 or more nonsupervisory workers in nonmanufacturing industries.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

p = preliminary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 81	9.8	9.8	10.7	9.5	8.6
Northeast	October 81	9.6	9.7	9.9	9.1	8.6
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	6.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	June 81	10.0	10.0	9.5	9.7	10.3
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 82	9.2	7.4	9.6	8.9	8.9
Northeast Pennsylvania	August 81	9.1	8.2	10.6	7.9	9.3
Paterson-Clifton-Passaic	April 82	9.1	9.4	9.2	9.6	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	May 82	–	–	–	10.0	–
Poughkeepsie-Kingston-Newburgh	May 82	8.5	–	9.1	8.3	9.5
Providence-Warwick-Pawtucket	June 82	9.0	9.2	9.2	8.3	6.6
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 82	8.6	9.1	6.9	10.2	8.2
York	February 82	9.2	10.0	8.3	10.4	8.8
South	October 81	10.2	10.7	11.7	9.9	8.4
Atlanta	May 82	8.7	8.8	8.4	7.5	5.0
Baltimore	August 81	11.4	8.4	10.6	9.6	9.2
Chattanooga	September 81	11.2	13.1	9.8	8.9	8.8
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 81	9.9	8.3	13.6	12.2	9.8
Greenville-Spartanburg	June 82	10.9	12.4	11.8	10.4	5.2
Houston	May 82	9.9	11.1	9.6	9.3	3.8
Huntsville	February 82	7.0	–	6.9	8.2	8.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 81	9.8	10.4	–	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 82	9.7	10.2	–	7.6	7.8
Richmond	June 82	8.6	9.5	13.3	7.7	4.9
San Antonio	May 82	8.4	9.6	–	–	4.1
Washington	March 82	8.7	9.5	–	7.6	4.1
North Central	October 31	9.2	8.9	10.5	9.4	8.4
Chicago	March 81	8.9	9.1	11.2	7.6	6.8
Cincinnati	July 82	9.5	8.4	9.4	7.7	8.5
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.5	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 82	10.2	9.8	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 82	–	–	–	8.5	5.8
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 82	9.3	9.7	9.6	8.1	6.1
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	6.2
South Bend	August 81	8.6	8.3	9.9	8.2	9.1
Toledo	June 82	7.2	6.4	8.2	5.6	5.2
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	October 81	10.5	11.1	11.7	9.7	9.1
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 82	6.2	–	–	8.7	–
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 81	8.8	–	–	10.1	9.4
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 82	8.1	7.7	–	7.2	6.5
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.6
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

State and Local Government Collective Bargaining Settlements, First 6 Months 1982

Edward J. Wasilewski

Major State and local government collective bargaining settlements reached in the first 6 months of 1982 provided average first-year compensation (wage and benefit) adjustments of 8.1 percent. Annual compensation adjustments over the life of these contracts also averaged 8.1 percent. Wage adjustments alone averaged 7.6 percent in the first contract year and 7.9 percent annually over the life of the agreements.

The Bureau's data on State and local government collective bargaining agreements cover 1,010,000 employees. The data are limited to bargaining units with at least 5,000 workers. There are 82 such units, accounting for about one-fourth of all State and local government employees under negotiated agreements.

Data were reported on 21 settlements reached during the first half of 1982, covering 308,000 workers. In addition to compensation adjustments provided under new settlements, data are presented on all wage changes effective during the period, including those provided by settlements reached in the first 6 months of 1982, deferred adjustments under the terms of agreements negotiated prior to 1982, and cost-of-living adjustments (COLA).

Settlements reached during the first 6 months of 1982

Two settlements reached in the first half of 1982 did not provide any specified wage change during the first contract year. Workers under the contract negotiated by the City of Philadelphia and the American Federation of State, County and Municipal Employees will not receive any wage or benefit changes until the second contract year. The agreement between the Chicago Transit Authority and the Amalagamated Transit Union also does not include specified wage changes in the first year, but the COLA clause, providing quarterly cost-of-living reviews, was continued. (COLAs are not included in average settlement calculations because they depend on unknown future changes in the Consumer Price Index.)

Nine of the settlements reached in the first half of 1982 dropped their COLA provisions, and none introduced a COLA clause. As a result, the total number of State and local government agreements with COLA clauses dropped from 12 to 3. Consequently, specified wage adjustments under contracts negotiated in this period will be close to the total wage changes that will eventually result during the life of the contracts. By contrast, the last time the parties to first half 1982 settlements bargained, they negotiated specified average wage adjustments of 6.7 percent in the first year and also annually over the life of the agreements. However, specified adjustments combined with COLA increases yielded average annual adjustments of 7.6 percent in these prior contracts.

Effective wage adjustment

Wage adjustments made during the first 6 months of 1982 resulted from 10 settlements reached during the period that provided for changes effective prior to July 1. Eleven of the 21 settlements reached in this period did not include any wage changes in the first half of 1982. Other wage adjustments stem from deferred increases under 16 agreements negotiated in prior years, and COLA increases made under two contracts.

Approximately 416,000 workers in 28 bargaining units received pay increases which averaged 6.6 percent, whereas about 594,000 workers in 54 bargaining units received no increase. When prorated over 1,010,000 workers in the 82 bargaining units, wage adjustments put in effect averaged 2.7 percent. Average wage changes (in percent) in the first 6 months of 1982 were as follows:

	Workers receiving adjustments	*All workers (prorated)*
All adjustments	6.6	2.7
New settlements	8.7	1.9
Deferred and COLA adjustments	4.3	.9

Explanatory note about the data

The series is limited to State and local government collective bargaining units with 5,000 workers or more. State and local governments were asked to provide information on agreements if (1) a labor organization is

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recognized as the bargaining agent for a group of workers, and settlements are embodied in signed mutually binding collective bargaining agreements; and (2) at least wages are determined by collective bargaining. BLS is aware of 89 units of 5,000 workers or more, covering approximately 1.1 million workers. Details of 92 percent of the agreements in effect in 1982 were obtained. Estimates of the cost of negotiated wage and benefit changes were calculated using a standard procedure for each bargaining unit.

Measures of compensation (wages and benefits) changes are obtained by dividing the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the wage and benefit portions of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement will not change (for example, methods of financing pensions or composition of the labor force will remain constant). The data, therefore, are measures of negotiated change, and not of total changes in employer cost. Public and private sector negotiated compensation changes are not strictly comparable because pension benefits are not subject to collective bargaining in many State and local government jurisdictions.

Measures of percentage changes in wage rates are obtained by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached.

Data for 1982 settlements include specified first-year and deferred wage changes but exclude potential wage changes resulting from COLA clauses. Unscheduled adjustments made during the term of existing contracts are not treated as new settlements but are considered in the computation of effective wage adjustments. Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent increases over the contract term take account of the compounding of successive increases.

Table 1 summarizes data on settlements concluded during 1980, 1981, and the first 6 months of 1982. Measures are expressed as average wage "adjustments" to include settlements in which wage rates are increased, decreased, or unchanged.

The distribution of workers in tables 2 through 5 is based on the average changes for all workers covered by the individual settlements. Means and medians are computed from these averages, which are weighted by the number of workers affected.

Table 6 provides data on settlements by contract duration.

Information on settlements in the private sector was issued on July 29, 1982.

Employment Cost Index June 1982

The Employment Cost Index (ECI), measuring changes in employer compensation costs, increased 1.1 percent in the 3 months ended in June 1982. Wages and salaries alone rose 0.9 percent. The index stood at 107.5 for compensation costs (wages, salaries, and employer costs for employee benefits) based on June 1981 = 100. The ECI does not cover farm, private household, and Federal government workers and is not seasonally adjusted. (See tables 9-13, pp. 40-43 for the statistical information discussed in this article.)

The deceleration in rates of increase for both compensation costs and for wages and salaries alone that began in 1981 continued to be widespread among occupational and industrial groups measured by the ECI. Compensation costs for all private nonfarm workers slowed to a 1.3-percent rise in the 3 months ended in June 1982, down from 1.9 percent a year earlier. The corresponding wage and salary increase, 1.1 percent, was down from 2.0 percent a year earlier.

Workers in occupations and industries that typically receive the bulk of their wage adjustments in the second quarter showed relatively small gains in the March-June 1982 period. Transport equipment operatives, for example, posted a 0.9-percent wage increase in the second quarter of 1982. The advance was dampened by the recent trucking industry bargaining settlements that provided no specified wage increases and diverted part of the cost-of-living adjustment to maintain existing employee benefits. Over the past 5 years, second-quarter wage increases for transport equipment operatives ranged between 3 and 5 percent.

Wages for workers in the construction industry rose 1.3 percent in the March-June 1982 period—an unusually low increase for an industry with a heavy bargaining schedule in the spring and summer months. Second-quarter wage increases in construction ranged between 2 and 3 percent over the past 5 years.

June 1981-June 1982

A substantial deceleration in rates of increase in compensation costs and wages and salaries for the year ended in June 1982 compared with the preceding year also occurred. A particularly dramatic slowdown occurred in compensation cost increases for blue-collar workers in private industry. These costs slowed to a 7.0-percent increase in the year ended in June 1982, from a 10.5-percent rise in the year ended in June 1981. Wage increases alone for these workers slowed to 6.6 percent, down from 9.2 percent a year earlier.

Among white-collar workers, compensation costs rose 7.2 percent for the 12 months ended in June 1982 compared with 10.2 percent during the year ended in June 1981; their wages and salaries increased 7.3 percent, down from 9.4 percent in June 1981. Rates of change within the white-collar group varied substantially, however. Salesworkers' wages, which include volatile commission earnings, rose only slightly, 1.8 percent, for the June 1981-82 period in contrast to 10.2 percent for June 1980-81. Wage increases for clerical workers, on the other hand, 8.3 percent for the 12 months ended in June 1982, were only slightly below the June 1981 advance of 8.8 percent.

Compensation costs for union workers rose 8.4 percent in the June 1981-82 period, contrasted to 11.5 percent a year earlier; their wage and salary increases dropped to 8.1 percent from 10.1 percent.

The slowdown was also evident for nonunion workers. Compensation costs increased 6.5 percent for the 12 months ended in June 1982, down from 9.8 percent in June 1980-81; wage increases were 6.5 and 9.0 percent, respectively.

Compensation costs for State and local government employees, introduced in the ECI in June 1981, increased 9.3 percent over the year; their wages advanced 8.7 percent.

Explanatory note

The Employment Cost Index (ECI) is a quarterly measure of the change in the price of labor, free from the influence of employment shifts among occupations and industries. The ECI wage and salary series is limited to changes in wage and salary rates, defined as straight-time average hourly earnings. Straight-time earnings are total earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time earnings, whereas nonproduction bonuses (such as Christmas or year-end bonuses) are excluded. Also excluded are such items as payments-in-kind, free room and board, and tips.

The compensation series includes employer costs for employee benefits as well as wages and salaries. Benefits covered by the ECI include: *Hours related benefits*—premium pay for overtime and work on weekends and holidays, paid holidays, paid vacations, paid sick leave, and other paid leave; *Supplemental pay*—shift differentials, nonproduction bonuses, severance pay, and supplemental unemployment plans; *Insurance benefits*—life, health, and sickness and accident insurance; *Retirement and savings benefits*—pension and other retirement plans and savings and thrift plans; *Legally required benefits*—social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other legally required benefits such as State temporary disability insurance; and *other benefits*—merchandise discounts in department stores.

The ECI collects data for both the private and public sectors, which are published separately and also combined as the total civilian nonfarm economy. The private sector includes the total private nonfarm economy, excluding private households. The public sector covers State and local governments, but excludes the Federal government.

Each quarter, straight-time average hourly earnings and benefit cost data (cents-per-hour-worked) are collected from a probability sample of about 10,000 occupations within 2,000 sample establishments in the private sector and about 3,700 occupations within 750 sample establishments in State and local governments.

Occupations were classified according to definitions used in the 1970 census. Within an establishment, specific job categories are selected to represent broader occupational definitions. The sample establishments were classified in industry categories based on the 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Within the private sector sample, establishments are designated by a 2-digit SIC, while in State and local governments, industrial categories vary from a more specific 3-digit SIC such as elementary and secondary schools to a broader major industry division such as public administration. Each establishment is also classified by ownership—State, local, or private.

Fixed employment weights from the 1970 census are used each quarter to calculate the most aggregate indexes—civilian nonfarm, private nonfarm, and State and local government. These fixed weights are also used to derive all of the industry and occupation series indexes. For the series based on bargaining status, region, or area size, however, employment data are not available from the census. The 1970 employment weights are reallocated within these series each quarter based on the current sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the *Monthly Labor Review*.

Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. ECI statistics are neither annualized nor adjusted for seasonal influences. For example, the 1.1-percent change in wage and salary rates for "private nonfarm workers" in the second quarter of 1982 (table 10) is the actual percent change in straight-time average hourly earnings from the pay period including the 12th day of March 1982 to the comparable pay period in June 1982.

More detailed information on the ECI is available in several articles and publications. These include a chapter in the *BLS Handbook of Methods* (Bulletin 1910), "The Employment Cost Index." Two articles also appeared in the *Monthly Labor Review:* "Employment Cost Index: a measure of change in the 'price of labor'," July 1975; and "How benefits will be incorporated into the Employment Cost Index," January 1978. Reprints of these articles plus several other descriptive pieces are available upon request.

Table 1. Percent changes in compensation and wages in State and local government settlements covering 5,000 or more workers reached in 1980—first 6 months of 1982

Measures	1980			1981			First 6 months of 1982p		
	Average adjustments[1]		Number of workers (in thousands)	Average adjustments		Number of workers (in thousands)	Average adjustments		Number of workers (in thousands)
	Wages only	Compensation		Wages only	Compensation		Wages only	Compensation	
First-year changes:									
State and local government	7.5	7.3	425	7.4	7.8	451	7.6	8.1	308
Settlements with COLA clauses	7.3	6.4	55	(3)	(3)	(3)	(3)	(3)	(3)
Settlements with COLA clauses	7.6	7.4	370	(3)	(3)	(3)	(3)	(3)	(3)
State government	6.5	6.7	62	8.1	8.2	227	9.1	9.7	189
Local government	7.7	7.4	363	6.7	7.4	223	5.3	5.6	118
Annual rate of change over the life of contract:[2]									
State and local government	7.8	7.4	425	7.1	7.3	451	7.9	8.1	308
Settlements with COLA clauses	6.7	5.8	55	(3)	(3)	(3)	(3)	(3)	(3)
Settlements without COLA clauses	7.9	7.6	370	(3)	(3)	(3)	(3)	(3)	(3)
State government	7.1	7.0	62	7.5	7.4	227	9.4	9.6	189
Local government	7.9	7.4	363	6.6	7.3	223	5.6	5.7	118

[1] Includes three local government settlements covering 41,000 workers that provided no specified wage changes for the first 12 months of the contract.

[2] Total increases over contract term expressed at an average annual (compound) rate.

[3] Insufficient number of settlements to provide information in this subgroup.

p = preliminary.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 2. Percent distribution of workers by first-year compensation action under State and local government settlements covering 5,000 workers or more reached in 1979-first 6 months of 1982

Compensation action[1]	Percent of workers			First 6 months 1982p
	1979	1980	1981	
All actions	100	100	100	100
No change	–	3	2	5
Decreases	–	–	–	–
Increases	100	97	98	95
Average percent increase				
Under 6	18	15	17	12
6 and under 8 percent	60	50	35	10
8 and under 10 percent	14	25	24	51
10 and over	7	7	21	21
Number of workers (in thousands)	599	425	451	308
Mean adjustment (percent)	7.0	7.3	7.8	8.1
Median adjustment (percent)	6.8	7.6	7.7	8.8

[1] Changes in average hourly compensation (wages and benefits) decided upon during the period and effective within 12 months after the effective date of the agreement.

p = preliminary.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 3. Percent distribution of workers by average annual compensation action over the life of the contract for State and local government settlements covering 5,000 workers or more in 1979-first 6 months of 1982

Compensation action[1]	Percent of workers			First 6 months 1982p
	1979	1980	1981	
All actions	100	100	100	100
No change	–	–	2	–
Decreases	–	–	–	–
Increases	100	100	98	100
Average percent increase				
Under 4	13	3	–	8
4 and under 6	14	16	24	10
6 and under 8 percent	57	55	29	22
8 and under 10 percent	12	19	39	21
10 and over	5	7	6	39
Number of workers (in thousands)	599	425	451	308
Mean adjustment (percent)	6.5	7.4	7.3	8.1
Median adjustment (percent)	6.5	7.5	7.8	8.1

[1] Changes in average hourly compensation (wages and benefits) by the end of the contract period. Percentages are expressed as an average annual (compound) rate.

p = preliminary.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 4. Percent distribution of workers by first-year wage action under State and local government settlements covering 5,000 workers or more reached in 1979-first 6 months of 1982

Wage action[1]	Percent of workers			First 6 months 1982p
	1979	1980	1981	
All actions	100	100	100	100
No wage change	4	10	9	8
Decreases	–	–	–	–
Increases	96	90	91	92
Average percent increase				
Under 5	23	8	1	9
5 and under 8 percent	52	18	37	19
8 and under 10 percent	12	53	31	54
10 and over	8	12	21	10
Number of workers (in thousands)	599	425	451	308
Mean adjustment (percent)	6.8	7.5	7.4	7.6
Median adjustment (percent)	7.0	8.0	8.0	9.0

[1] Changes in average hourly earnings, excluding overtime, decided upon during the period and effective within 12 months after the effective date of the agreement.

p = preliminary.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 5. Percent distribution of workers by average annual wage action over the life of the contract for State and local government settlements covering 5,000 workers or more reached in 1979-first 6 months of 1982

Wage action[1]	Percent of workers			First 6 months 1982p
	1979	1980	1981	
All actions	100	100	100	100
No wage change	4	3	9	4
Decreases	–	–	–	–
Increases	96	97	91	96
Average percent increase				
Under 4	10	–	–	5
4 and under 6	11	9	6	10
6 and under 8 percent	41	26	32	20
8 and under 10 percent	26	52	48	57
10 and over	8	10	6	4
Number of workers (in thousands)	599	425	451	308
Mean adjustment (percent)	6.5	7.8	7.1	7.9
Median adjustment (percent)	6.7	8.0	8.0	8.3

[1] Changes in average hourly earnings, excluding overtime. Presents the total amount of the wage adjustment over the life of the agreement. Percentages are expressed as an average annual (compound) rate.

p = preliminary.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 6. Selected characteristics of State and local government settlements covering 5,000 workers or more reached in the first 6 months of 1982, by duration of contract

Measure	Contract duration			
	6 months to under 18 months	18 months to under 30 months	30 months to under 42 months	All contracts
Number of settlements	5	8	8	21
Number of workers (in thousands)	33	72	203	308
Average duration (months)	13.1	24.0	35.8	30.6
Percent adjustment in compensation:				
First contract year	9.0	5.5	8.9	8.1
Average over life of contract	9.3	5.8	8.7	8.1
Percent adjustment in wages:				
First contract year	8.8	5.4	8.2	7.8
Average over life of contract	9.4	5.9	8.4	7.9

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981				1982							
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.
Major bargaining settlements	X			X				X		X		X
State and local government settlements			X				X					
Employment Cost Index quarterly article		X			X			X			X	
Employment Cost Index historical table									X			
Other articles							X[1]					
Index to wage and benefit changes in preceding year						X						

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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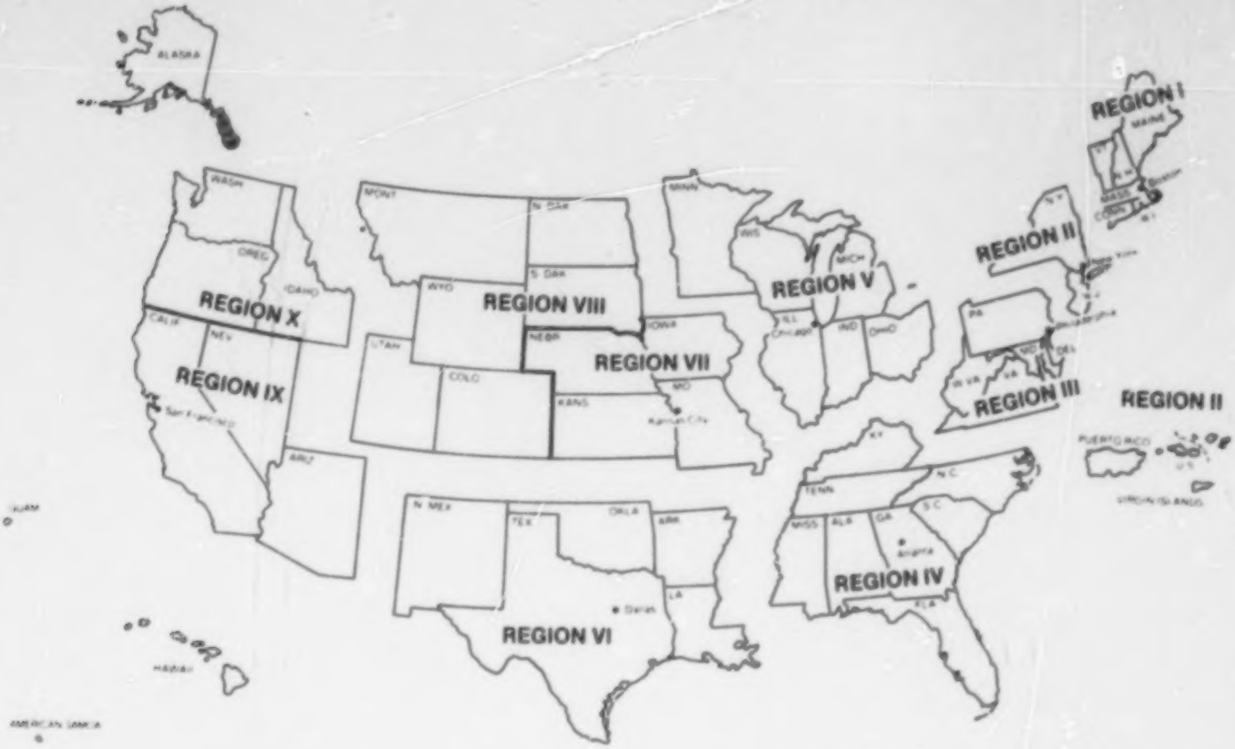

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CURRENT WAGE DEVELOPMENTS

Includes Data for September 1982

U.S. Department of Labor
Bureau of Labor Statistics
October 1982

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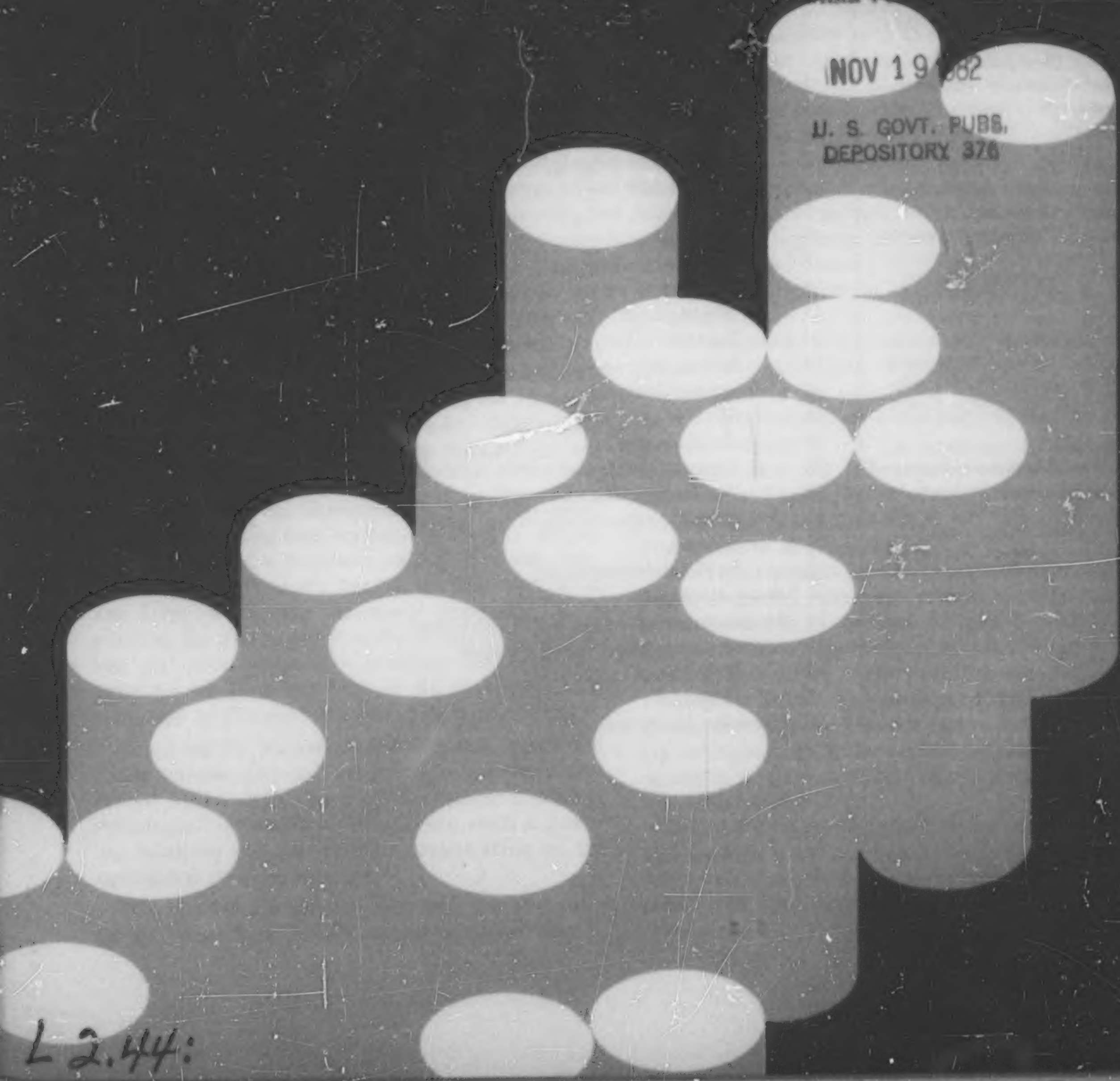

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A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $14 domestic; $17.50 foreign. Single copy $2.50 domestic; $3.15 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Controlled circulation rate paid at Laurel, Md.

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Library of Congress Catalog
Card Number L 48-43
(USPS 114-830)

Current Wage Developments

October 1982, Volume 34 Number 10

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

Railroad strike terminated. On September 22, President Reagan signed into law Public Law 97-262, a legislated settlement to end a 4-day strike by about 26,000 members of the Brotherhood of Locomotive Engineers. At issue in the dispute was the union's right to strike should it fail to negotiate maintenance of its traditional pay advantage over other operating employees represented by the United Transportation Union if those employees negotiate "crew consist" agreements with individual railroads providing additional compensation in return for a reduction in crew size. The Locomotive Engineers have included such a strike provision in their contracts since 1975.

The legislated settlement preempted this right and implemented other recommendations of an emergency board established by the President on July 10 under provisions of the Railway Labor Act. The President acted after negotiations and mediation had resulted in an impasse, which also set into motion a 60-day "cooling-off period." In its August 19 report to the President, the Board had recommended that the union accept the national railroad wage and benefit pattern and the union be allowed to negotiate changes in engineer compensation when there is a "change in the compensation relationship as a result of a crew consist agreement between a given carrier and the United Transportation Union." However, the Board also said that during the life of the agreement the Locomotive Engineers should only negotiate "within the peaceful procedures of the Railway Labor Act."

At 12:01 a.m. on September 19, the "cooling-off period" (which had been extended by 10 days) expired and the Locomotive Engineers walked off of their jobs. This prompted President Reagan on September 20 to ask Congress to pass emergency legislation incorporating the Emergency Board's recommendations to end the strike, which was curtailing rail freight and passenger service across much of the country. A joint resolution by Congress was passed on September 22.

In signing the legislation, the President stated that "vital national interests" were at stake and that a prolonged strike could have idled "nearly a million Americans"—primarily in the rail, auto, steel, and mining industries and also have an adverse effect on the agricultural products industry.

The mandated settlement provided for the same general wage and benefit terms as those already negotiated in the railroad industry by 11 other unions, some of which had settled as early as November 1981. (See *Current Wage Developments,* December 1981 p.1.) In addition, members of the United Transportation Union were voting on a "pattern agreement" negotiated in September.

Aluminum, steel developments. Discussions between three major aluminum companies and the United Steelworkers did not result in labor-cost concessions the companies had sought, but a union official contended that the talks had "cleared the air on a number of issues" in preparation for 1983 bargaining. The union's existing 3-year contracts with the three producers—Aluminum Co. of America, Reynolds Metals Co., and Kaiser Aluminum & Chemical Corp.—expire on May 31, 1983. In recent years, the Steelworker's settlement with these companies has set a pattern for workers it represents at other aluminum companies, as well as for the Aluminum, Brick and Glass Workers union, which represent 20,000 employees of Alcoa, Reynolds, and other companies. Overall, the Steelworkers represents 25,000 employees in the industry.

The Steelworkers talks apparently ended primarily because the Aluminum Workers' rejection of any negotiation with the industry meant that any concessions by the Steelworkers would end compensation parity in the industry.

At the time the talks were terminated, Alcoa, Reynolds, and Kaiser were operating at less than 50 percent of capacity and their output was reportedly selling below the cost of production.

In the steel industry, there was renewed hope that the Steelworkers and eight major companies could reach a pattern-setting accomodation on cuts in labor costs, despite the union's earlier rejection of an employer proposal. (See *Current Wage Developments,* September 1982, p. 1.) Steelworkers president Lloyd McBride indicated that the union was willing to consider a reopening of discussions with the companies, which were operating at less than 40 percent of capacity with some 120,000 workers laid off.

Despite the uncertain outlook for an early settlement with the eight coordinating committee steel companies, other individual companies were able to reach agreement with the Steelworkers on employee wage concessions.

One of these companies was Phoenix Steel Corp., where employees of its Claymont, Del., plant agreed to an immediate $1.25-an-hour wage cut, to be followed by a 25 cents cut in January 1983. Both cuts will continue to the August 1983 termination of the current 3-year contract. Workers at the company's Phoenixville, Pa., plant rejected a similar proposal but negotiations were continuing. At the time, half of the 1,800 workers at the two specialty steel plants were on furlough.

In Illinois, 1,300 workers at Northwestern Steel & Wire Co.'s wire and rod mill agreed to reductions in pay and holidays amounting to as much as $3 an hour, according to the company. Company president Peter Dillion said, "We have to be careful what we say, because all of our competition will be asking for the same thing." He declined to estimate the total savings to the company but did note that the operation had lost money for the past 3 years. The settlement was impelled by the company's July 20 announcement that it would close the mill in 90 days if the workers did not agree to cuts in compensation.

In a less satisfactory development in the industry, Colt Industries, Inc., again announced plans to close its Crucible Stainless & Alloy Division mill in Midland, Pa., by yearend. However, Colt did indicate that the plant was still for sale, despite the fact that earlier purchase negotiations with Cyclops Corp. had ended without success. A Colt official said that only 275 people were working at the facility, compared with a peak of 5,500 2 years earlier.

In West Virginia, the 11,000 employees of National Steel Corp.'s Weirton Steel Division retained Lazard Freres & Co. to aid in their efforts to purchase the operation. According to the Independent Steelworkers Union and the Weirton managers leading the purchase efforts, the investment banking firm will help in forming a stock ownership plan, negotiating a purchase price, getting financing, and evaluating Weirton's assets.

Elsewhere in the industry, Republic Steel Corp. announced a 7- to 10-percent pay cut for 5,800 nonunion salaried employees. Earlier in the year, Republic had frozen cost-of-living salary increases and merit pay increases for salaried employes, as well as reducing their number by 1,400.

Texaco accord. The round of bargaining in petroleum refining was finally concluded when Texaco, Inc. and the Oil, Chemical and Atomic Workers agreed on a contract that ended a 7-month strike at the company's Port Arthur, Tex., refinery. The major issue in the dispute arose in 1976, when Texaco began reducing the optional lump-sum payment retiring workers may elect instead of the usual monthly benefits. The company said that the reduction ws justified because rising interest rates would have enabled workers investing their lump sum to exceed the total value of monthly benefits drawn by other retirees. The dispute was accelerated in 1981, when the union initiated and won a Federal District Court case concerning Texaco's action. At the time of the collective bargaining accord, the Fifth Circuit Court of Appeals was considering Texaco's appeal of the decision.

In the accord, the parties agreed to an out-of-court settlement of the legal dispute. It provides for the reduction of lump-sum benefits to apply to future retirees. However, the 542 workers who retired and elected lump-sum payments between February 1976 and January 1982 will share $3 million provided by Texaco. In addition, future retirees will be credited with up to 5 years service time lost because of strikes or union duties. Future retirees also can buy credit for other time lost by paying into the pension fund an amount equal to 4 percent of base pay for the period lost.

The 3½ year agreement also called for wage increases of 9 percent effective immediately and 90 cents an hour effective June 15, 1983, matching January 1982 and January 1983 increases provided by 2-year agreements the union had negotiated with other refiners earlier in the year. In 1984 and 1985, the Texaco workers will receive the same wage increases as those resulting from the 1984 bargaining at the other companies.

In an aspect of the settlement intended to reduce the work force, Texaco agreed to pay employees who quit before they are eligible to retire $4,000 plus 1 week's pay for each year of service. Texaco indicated that it was necessary to reduce the refinery's hourly work force by 1,000 persons because of a worldwide glut of petroleum products. Texaco kept the Port Arthur refinery in operation during the strike, using nonunion technical and management employees.

Libbey-Owens Ford accord. More than 5,000 glassworkers were covered by a settlement between Libby-Owens-Ford Co. and the Glass and Ceramic Workers that a company official said "provides greater job security . . . in return for reducing future wage costs." At the time of the settlement, 2,000 hourly employees were on layoffs attributed to the depressed condition of the housing and automobile industries.

The new contract, which supersedes the balance of a 3-year contract scheduled to expire in October 1983, runs to October 1985. Under the agreement—

- The union gave up 19-cents-an-hour wage increases scheduled for October of 1982 and 1983 but there will be a 19-cents increase in October 1984.
- The provision for automatic quarterly cost-of-living pay adjustments was suspended, subject to activation if the BLS Consumer Price Index for Urban Wage Earners and Clerical Workers (1967 = 100) rises more than 33.6 points. Part of the bypassed adjustments can be recovered by the employees if parts shipped to the automobile industry reach specified levels.

- Provisions for October 1982 pension and insurance improvement were retained.
- Libbey-Owens-Ford agreed to establish a $800,000 fund to be used for payment of health insurance premiums for laid-off workers, retirement incentives, or as lump-sum payments ro active employees, to be decided by each local union.
- Libbey-Owens-Ford agreed not to expand glassmaking or auto glass fabricating furnaces at plants where workers are not represented by the union.
- The parties agreed to reopen negotiation in October 1984 if hours worked by members of the bargaining unit drop below a specified level.

The contract covered operations in Toledo, Ohio, Ottawa, Ill., Charleston, W. Va., and Lathrop, Calif.

Labor cost cut at New York Daily News. More than a year of uncertainty over the fate of the financially-troubled New York Daily News was ended when the last of the newspaper's 11 unions agreed to a package of cost reduction measures. Details of the package varied from union to union but the overall objective was to reduce labor costs by $50 million a year, the minimum cut the paper said was necessary for continued operation. The reduction was to be attained by eliminating the equivalent of 1,340 full-time employees from the work force. To aid in the reduction, the newspaper set up a $50 million fund to finance one-time "buy-out" payments ranging up to about $30,000 for full-time employees who elect to leave.

The union had agreed to reopen their current 3-year agreements in response to a request by the parent Tribune Co. of Chicago, which cited a 1981 operating loss of $13 million on the morning tabloid and an expected 1982 loss of $30 million. The effort to save the paper came after the Tribune Co. had failed in efforts to sell the paper which has a circulation of 1.5 million on weekdays and 2.2 million on Sundays. As part of the settlement package, the Daily News also agreed to spend $44 million to upgrade its printing plant in Brooklyn and establish two suburban plants.

Finally, the accord called for a 3-year extension of the current labor contracts, which had been scheduled to expire in March 1984, for wage increases of $38, $35, and $37 a week in March of 1984, 1985, and 1986, a cost-of-living wage adjustment clause that could result in additional increases, and for a possible reopening of bargaining if the paper attains a profit that exceeds 6 percent of net worth.

Airline increases pay. Delta Air Lines granted its 33,000 nonunion employees general and merit pay increases totaling up to 8 percent effective September 1. In announcing the increases to employees, as well as improvements in benefits programs effective January 1, 1983, Delta president David C. Garrett said, "we are pleased that we have not had to furlough, ask for salary reductions or freezes or ask you to give up benefits . . . as almost every other airline has done."

The improvements did not apply to Delta's 4,000 pilots who are covered by a 31-month contract negotiated by the Air Line Pilots in March 1982 that calls for periodic improvements in pay and benefits. Delta sustained an operating loss for the quarter ending March 31, 1982—its first quarterly loss in 25 years—but rebounded and showed a net profit of $20.8 million for the fiscal year that ended June 30.

The economic problems suffered by air carriers are generally attributed to fare wars, deregulation, and the general state of the economy.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Joseph Schlitz Brewing Co. Various locations Teamsters (Ind.)—1,800	See next column 6/1/82	3-year agreement negotiated 7/12/82 provided: 85 cents retroactive to 6/1/82, and on 6/1/83 and 6/1/84; settlement preceded by 1-month strike; no recent listing.
New England Bakery Employers Mass., R.I., Conn., N.H., and Vt. Teamsters (Ind.)—1,300	$10 week 10/82	Deferred increase negotiated 10/81 (CWD Feb. 1982).
Confectioners Industrial Relations Board, Inc. New York, N.Y. Bakery, Tobacco and Confectionery Workers—1,100	65 cents 10/1/82	Deferred increase negotiated 10/81 (CWD Mar. 1982).
A & P Tea Co., Ann Page Div. Horseheads, N.Y. Teamsters (Ind.)—1,200	20 cents 10/24/82	Deferred increase negotiated 4/27/80 (CWD Aug. 1980); see CWD Apr. 1982.
General Foods Corp., Jell-o Dover operations Dover, Del. Food and Commercial Workers—1,000	30 cents 10/82	Deferred increase negotiated 10/81 (CWD Mar. 1982).
A.E. Staley Mfg. Co. Decatur, Ill. Allied Industrial Workers—1,600	15 cents 10/1/82	Deferred increase negotiated 10/80 (CWD Jan. 1981); see CWD Oct. 1980.
Agripac Salem and Eugene, Oreg. Teamsters (Ind.)—3,500	See next column 8/82	3-year agreement negotiated 8/8/82 provided: 12.5 percent pay cut 1st year; cost-of-living increase 2d and 3d years if the cooperative's 240 farmers are not losing money on crops sold through the co-op; management will take no pay cut; 500 new employees hired during strike remain on job; union and company will have to agree before an employee is asked to submit to a physical examination; workers with seniority can "bump" less senior employees to work weekends at overtime rates; settlement preceded by 2-week strike; see CWD Dec. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
California Bakery Employers Assn. California Teamsters (Ind.)—3,200	See next column 10/1/82	$18 week-drivers, $1-hour-transport, and 85 cents inside workers; deferred increase negotiated 10/81 (CWD Feb. 1982).
Dairy Industry Industrial Relations Assn. (milk-processing and distributory plants) Southern Calif. Teamsters (Ind.)—8,000	75 cents 9/82	Increase includes 25 cents automatic semi-annual cost-of-living adjustment plus 50 cents deferred increase negotiated 3/80 (CWD Aug. 1980); see CWD May 1982.
Starkist Foods, Inc. Terminal Island, Calif. Seafarers—2,400	12 cents 9/8/82	Automatic annual cost-of-living adjustment; the maximum permitted in contract year see CWD Dec. 1981.
TOBACCO MANUFACTURES		
Liggett & Myers Co. Durham, N.C. Bakery, Confectionery and Tobacco Workers—1,800	25 cents 10/1/82	Guaranteed cost-of-living adjustment negotiated 1/80 (CWD Mar. 1980); see CWD July 1982.
TEXTILE MILL PRODUCTS		
Dyeing companies R.I. and Fall River, Mass. Clothing and Textile Workers —4,800	60 cents 10/1/82	Deferred increase negotiated 9/28/80 (CWD Oct. 1981).
Textile dyeing, printing and finishing companies New York City area; Pennsylvania; Union City, N.J.; and Northern States Clothing and Textile Workers —5,000	70 cents 10/1/82	Deferred increase negotiated 10/4/80 (CWD Oct. 1981); see CWD Dec. 1980.
APPAREL AND OTHER TEXTILE PRODUCTS		
Cloak and dress industry (drivers, handlers and helpers) N.J., Pa., Md., Va., Conn. and New York area	35 cents 9/1/82	3-year agreement negotiated 6/82 also provided: 35 cents general wage increase on 6/1/83 and 40 cents on 6/1/84; cost-of-living clause established, providing adjustment on 2/6/84-of5 cents for each .5 percentage point by which the CPI-W exceeds 7.5 percent,with a 25 cents maximum; see CWD June 1980.
Clothing Manufacturers Assn. of USA National Clothing and Textile Workers —70,000	25 cents 10/4/82	Deferred increase negotiated 4/82 (CWD July 1982).
FURNITURE AND FIXTURES		
Hamilton Manufacturing Co. Two Rivers, Wis. Carpenters and Joiners—1,000	13 cents-incentive workers 20 cents-hourly workers	3-year agreement negotiated 7/30/82 also provided: 10 cents and 15 cents, incentive and hourly employees respectively, effective 11/1/82, 29 cents and 44 cents on 7/30/83, and 36 cents and 54 cents 7/30/84; $7.50 month (was $6.50) pension for each year of credited service; $150,000 maximum (was $40,000) major medical; $8,500 (was $7,500) life insurance; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS		
International Paper Co., Multiple Mill Group S.C., Ala., Fla., Miss., Ark., and La. Paperworkers; Firemen and Oilers—8,000	11 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Great Northern Paper Co. Millinockett, Maine Paperworkers—1,600	76 cents 8/1/82	2-year agreement negotiated 8/1/82 also provided: 7 percent on 8/1/83; see CWD Aug. 1981.
Greater New York Folding Box and Display Manufacturing Assn. New York, N.Y. Paperworkers—1,100	9 percent 10/1/82	Deferred increase negotiated 10/81 (CWD Dec. 81); see CWD Jan. 1980.
Olin Corp. Pisgah Forest, N.C. Paperworkers—1,900	8.5 percent 10/1/82	Deferred increase negotiated 10/80 (CWD Oct. 1982).
Mead Corp. Chillicothe, Ohio Paperworkers—1,400	8 percent 8/1/82	3-year agreement negotiated 8/1/82 also provided: 7 percent on both 8/1/83 and and 8/1/84; 13 and 26 cents 2d and 3d shift differentials (were 12 and 24 cents), effective in 2d year; 4 weeks' vacation after 12 years' service (was 15 years'), effective in 3d year; $16.50 month (was $16) pension for each year of credited service, increasing to $17 in 2d year and to $18 in 3d year; $160 week (was $150) sickness and accident benefit, increasing to $170 in 2d year and to $180 in 3d year; $250 week (was $175) disability benefit; dental plan improved; see CWD Nov. 1981.
James River Co., Board and Carton Div. (formerly Brown Co.) Kalamazoo, Mich. Paperworkers—1,100	6.5 percent 7/24/82	2-year agreement negotiated 7/24/82 also provided: 6 percent on 7/24/83; $13.50 month (was $12.50) pension for each year of credited service, increasing to $14.50 in 2d year; 5 days (was 3) funeral leave for death of spouse or children and 1 day established for death of spouse's grandparents, effective 2d year; on 7/24/83, $13.50 month (was $12.50) pension; no recent listing.
James River, KVP Division (formerly Brown Co.) Parchment, Mich. Paperworkers—1,000	6 percent 7/24/82	2-year agreement negotiated 7/23/82 also provided: 6.5 percent on 7/24/83; $13.50 month (was $12.50) pension for each of credited service, effective 7/1/82, increasing to $14.50 on 7/1/83; 5 days' funeral leave (was 3 days) for death of spouse or children, and established one day for death of spouse's grandparents effective 2d year; no recent listing.
Hammermill Paper Co., Thilmany Pulp & Paper Div. Kankauna, Wis. Paperworkers—1,250	7 percent 8/1/82	2-year agreement negotiated 8/1/82 also provided: 6 percent on 8/1/83; $12.75 month (was $12) pension for each year of credited service, increasing to $13.50 in 2d year; $135 week (was $130) sickness and accident benefit increasing to $140 in 2d year; see CWD Oct. 1980.
CHEMICALS AND ALLIED PRODUCTS		
Hercules, Inc., Radford Army Ammunition Plant Radford, Va. Oil, Chemical and Atomic Workers—3,050	8 percent 9/19/82	Deferred increase negotiated 9/80 (CWD Dec. 1980); see CWD Oct. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CHEMICALS AND ALLIED PRODUCTS—Continued		
Minnesota Mining and Manufacturing Co. St. Paul, Minn. Oil, Chemical and Atomic Workers—1,850	85 cents 2/15/82	3-year agreement negotiated 2/15/82 also provided: minimum 70 cents increase 8/28/83 and minimum 70 cents 8/29/84 with full amount to be determined from a wage survey of specified companies in the St. Paul area; 11th paid holiday, effective 1/1/83; $15 month pension per year of credited service (was $14) 9/1/82, increasing to 9/1/83 and $17 9/1/84; see CWD Nov. 1981.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Armstrong Rubber Co. Various locations Rubber Workers—2,700	See next column 8/82	3-year agreement ratified 8/5/82 provided: terms patterned after the B.F. Goodrich settlement (CWD May 1982); settlement preceded by 3-week strike; see June 1982.
Kelly-Springfield Tire Co. Cumberland, Md. Rubber Workers—1,200	See next column 7/82	35-month agreement negotiated 7/82 provided: no wage increase 1st year; cost-of-living clause continued to provide 1 cent for each 0.26 movement in the BLS-CPI-W (1967=100)—employees received 8 cents adjustment 7/82 using the 3-month average of Mar., Apr., and May 1982; $400,000 (was $300,000) lifetime major medical; $15,000 (was $13,000) life insurance and accidental, death and dismemberment, $150 (was $140) week sickness and accident benefit increasing to $170 6/83 and $185 6/84; improved optical benefits; $300 (was $200) month survivor pension; $16.50 (was $15) month pension per year of credited service; improved Supplemental Unemployment Benefits; see CWD May 1982.
LEATHER AND LEATHER PRODUCTS		
Brown Shoe Co. Various locations Clothing and Textile Workers; Food and Commercial Workers —8,500	20 cents 11/1/82	2-year agreement negotiated 9/10/82 also provided: 15 cents on 11/1/83 and 10 cents on 6/1/84; $40,000 (was $35,000) maximum major medical effective 11/1/82; see CWD Dec. 1981.
STONE, CLAY, AND GLASS PRODUCTS		
Libbey-Owens-Ford Co. National Glass and Ceramic Workers	19 cents 10/25/82	Deferred increase negotiated 10/80 (CWD Jan. 1981); see CWD Nov. 1981.
Glass Container Industrial Relations Council, Mold Making Department (formerly named Glass Packaging Institute and also Glass, Container Manufactures Institute) Various locations Flint Glass Workers—4,000	60 cents 9/1/82	Deferred increase negotiated 6/80 (CWD Jan. 1981); see CWD Oct. 1981.
Owens-Illinois, Inc. Vineland, N.J. Flint Glass Workers—1,350	55 cents 10/16/82	Deferred increase negotiated 10/80; see CWD Jan. 1981.
Anchor Hocking Corp. Lancaster, Ohio Flint Glass Workers—3,000	60 cents 10/1/82	Deferred increase negotiated 10/80; see CWD Jan. 1981.
Owens-Illinois, Inc., Libbey Products Plant Toledo, Ohio Flint Glass Workers—1,000	55 cents 10/1/82	Deferred increase negotiated 10/80; see CWD Jan. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES		
G.K. Technologies, Inc. Various locations Electrical Workers (IBEW)	30 cents 9/1/82	Deferred increase negotiated 8/80 (CWD Feb. 1981); see CWD Oct. 1981.
Intalco Aluminum Co. Ferndale, Wash. Metal Trades Council—950	26.5 cents	Deferred increase negotiated 9/80; see CWD Jan. 1981.
Northern California foundries San Francisco Bay area, Calif. Molders—1,600	5 percent 3/15/82	1-year agreement negotiated 3/15/82 also provided: continued annual cost-of-living adjustment; 50 cents hour (was 45 cents) employer pension funding; increased medical coverage; see CWD Apr. 1981.
FABRICATED METAL PRODUCTS		
The Babcock & Wilcox Co. Barberton, Ohio; Wilmington, N.C.; West Point, Miss.; and Paris, Tex. Boilermakers—4,000	25 cents 7/18/82	3-year agreement negotiated 7/17/82 also provided: 2[illegible] cents 7/83 and 20 cents 7/84; $14.50 month (was $14) pension for each year of service, $14.75 7/83, $15 7/84; increased insurance; see CWD Aug. 1981.
Remington Arms Co., Inc. Ilion, N.Y. Employees Mutual Association (Ind.)—1,500	7.1 percent 6/21/82	1-year agreement negotiated 8/30/82 also provided: improved health insurance; see CWD Jan. 1981.
Rockwell International Corp., Atomics International Div., Rocky Flats Plant Golden, Colo. Steelworkers—2,500	$1.39 hour 10/4/81	3-year agreement negotiated 10/4/81 also provided: 37 cents 10/3/82 and 39 cents on 10/2/83; cost-of-living clause continued to provide 1 cent for each 0.3-movement in BLS-CPI-W (1967=100)—increases generated by the clause were 12 cents 12/1/81, 6 cents 3/1/82, 4 cents 6/1/82, and 21 cents on 9/1/82; $18 (was $15) month pension per year of credited service 10/4/81, increases to $20 10/1/83; improved health and life insurance benefits; see CWD Oct. 1981.
MACHINERY, EXCEPT ELECTRICAL		
Caterpillar Tractor Co. Various locations Automobile Workers—40,000	26 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Massey-Ferguson, Inc. Various locations Automobile Workers—2,100	25 cents 9/6/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Hyster Co. Various locations United Shop and Service Employees—1,000	19 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
Elliot Co., Div. of Carrier Corp. Jeannette, Pa. and Springfield, Ill. Steelworkers—1,600	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

MACHINERY, EXCEPT ELECTRICAL—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Buffalo Forge Co. Buffalo, Cheektowaga, and Tonawanda, N.Y. Steelworkers—1,000	20 cents 10/5/82	Deferred increase negotiated 10/81 (CWD Feb. 1982); see Aug. 1982.
Carrier Air Conditioning Co. Syracuse, N.Y. Sheet Metal Workers—3,200	10 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Fafnir Bearing Co., (Div. of Textron, Inc.) New Britain, Conn. Automobile Workers—2,100	See next column 9/1/82	37-month agreement negotiated 8/28/82 provided: 20 cents on both 6/1/83 and 9/1/84, quarterly cost-of-living clause providing for adjustments of 1 cents for each 0.4 point increase in the BLS-CPI-W (1967 = 100) with 15 cents "cap" each adjustment and $1 cap over life; $13.50 month (was $12.50) pension for each year of credited service, increasing to $14 in 3d year; $700 month (was $600) supplemental pension for those 58 years old with 30 years service; no recent listing.
Torrington Co., Div. of Ingersoll-Rand Co. Torrington, Conn. Automobile Workers—1,000	See next column	13-month agreement negotiated 7/31/82 also provided: 19 to 24 cents on 11/19/82; cost-of-living clause maintained—provides for adjustments of up to 11 cents over life of contract; $160 week (was $100 week) sickness and accident benefit; $100,000 (was $50,000) major medical; $780 (was $500) maximum surgical coverage; see CWD June 1982.
Ingersoll-Rand Co. Phillipsburg, N.J. Steelworkers—1,850	35 cents 10/16/82	Deferred increase negotiated 10/80; see CWD May 1982.
Rockwell International, TMW Reading, Pa. Steelworkers—1,300	$1.00 10/1/82	Deferred increase negotiated 6/81 (CWD Dec. 1981).
Hughes Tool Co., Oil Tool Div. Houston, Tex. Steelworkers—2,850	27 cents 10/5/82	Deferred increase negotiated 10/80; see CWD Aug. 1982.
Cameron Iron Works, Inc. Houston, Tex. Machinists—3,600	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Reed Tool Co. Houston, Tex. Steelworkers—1,300	18 cents 10/1/82	Deferred increase negotiated 10/80; see CWD Sept. 1982.
Rheem Manufacturing Inc. Fort Smith, Ark. Steelworkers—1,200	15 cents 10/1/82	Deferred increase negotiated 10/80; see CWD Sept. 1982.
J.I. Case Co. Wis., Ill., Ind., and Iowa Automobile Workers—7,700	21 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Acme-Cleveland Corp., National Acme Co. Div. Cleveland, Ohio Mechanics' Educational Society of America—1,200	27 cents 9/3/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Timken Co. Canton, Columbus, and Wooster, Ohio Steelworkers—7,800	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Marion Power Shovel Co., a subsidiary of Pittsburgh Coke and Chemical Corp. Marion, Ohio Steelworkers—1,200	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Wean United Inc. Youngstown, Ohio Steelworkers—1,800	10 cents 10/1/82	Deferred increase negotiated 10/80; see CWD Sept. 1982.
Tecumseh Products Co. Marion, Ohio Automobile Workers—1,700	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Cummins Engine Co., Inc. Columbus, Ind. Diesel Workers' Union (Ind.)—7,000	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Outboard Marine Corp., Johnson Div. Waukegan, Ill. Independent Marine and Machinists Assn.—1,800	2 percent 10/26/82	Deferred increase negotiated 10/80; previously received 20 cents automatic quarterly cost-of-living adjustment on 9/1/82; see CWD July 1982.
Electric Wheel Co., Div. of Firestone Tire and Rubber Quincy, Ill. Automobile Workers—1,000	23 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Danly Machine Co. Cicero, Ill. Steelworkers—1,800	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Burroughs Corp. Detroit, Mich. Automobile Workers—1,800	21 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Sealed Power Corp. Muskegon, Mich. Automobile Workers—1,200	26 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Tecumseh Products Co. Tecumseh, Mich. United Products Workers (Ind.)—1,750	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Trane Company LaCrosse, Wis. Machinists—1,800	7.77 percent 8/1/82	3-year agreement negotiated 7/31/82 also provided: 6.7 percent in 8/83 and 6.3 percent in 8/84; annual cost-of-living adjustment of 5 cents for each 1 percent (was 1 cent for each .2 percent) rise in the BLS-CPI-W; 37 cents and 39 cents (was 30 and 32 cents) shift differential for 2d and 3d shift, respectively; $13 month (was $12.50) pension for each year of credited service, rising to $14.50 in 2d and to $15 in 3d year; $154 week (was $147 week) sickness and accident benefit, rising to $168 and $175 in 2d and 3d years; $15,000 (was $14,000) maximum life insurance rising to $16,000 in 2d and to $17,000 in 3d year; no recent listing.
White Motor Corp. (White Farm Equip. Co.) Charles City, Iowa Automobile Workers—1,400	27 cent 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Westinghouse Electric Corp. Various locations Electrical Workers (IUE) —15,000, Electrical Workers (IBEW)—12,000, Electrical Workers (UE-I)—3,700 and others	7 percent 7/82	3 year agreement ratified 8/82 also provided 2 to 35 cents special increment increase; 3 percent general increase on both 7/11/83 and 7/11/84; improved cost-of-living clause provides for semiannual adjustments of 1 cent for each 0.175-percent rise in BLS-CPI-W effective 2d year (was 1 cent for each 0.2 percent rise); 5 weeks' vacation after 20 years' service (was 25), effective 1/1/83; optional contributory pension plan adopted with employees paying in amount equal to 3 percent of annual earnings in excess of $14,700—plan provides benefit range of $14-$17.50 month (was $10-$15) for each credited year of service, increasing to $14-$19.50 in 3d year; $225 week (was $200) sickness and accident benefit effective 1/1/83; $22,500 to $39,500 life insurance (was $15,000 to $26,000); $500,000 major medical (was $350,000); six months advance notice of plant closings; 60 days' notice of introduction of robots or transfer of work; education and retraining assistance up to $1,800; improved severance pay for termination due to automation; see Wage Highlights in Sept. 1982 issue for additional information; see CWD May 1982
Westinghouse Electric Corp.-(salaried employees) National Federation of Westinghouse Independent Salaried Union —11,100	See next column 7/20/82	3-year agreement negotiated 7/19/82 was similar to later settlement for other employees (above) except salaried employees already had a contributory pension plan; see CWD May 1982.
Rockwell International Corp., Various locations Electrical Workers (IBEW and IUE) and Machinists—8,900	21 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Eltra Corp., Prestolite Div., an affiliate of Allied Chemical Corp. Various locations Automobile Workers—3,600	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Eage Electric Mfg., Co. Long Island City, N.Y. Automobile Workers—1,100	10-20 cents 9/1/82	3-year agreement negotiated 8/31/82 also provided: 16 cents "guaranteed travel" cost-of-living adjustment on 9/1/82; 15-20 cents on 9/1/83 and 10-15 cents on 9/1/84; 30 cents guaranteed cost-of-living on 3/1/85; no recent listing.
Bendix Corp., Electrical Components Div. Sidney, N.Y. Machinists—2,500	23 cents 10/25/82	Deferred increase negotiated 10/80 (CWD Feb. 1981); see CWD Sept. 1982.

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Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Universal Manufacturing Corp. Paterson, N.J. Teamsters (Ind.)—1,000	50 cents 10/4/82	Deferred increase negotiated 11/80; no recent listing.
Stackpole Carbon Co. St. Marys, Pa. Electrical Workers (IUE) —1,000	70 cents 10/12/82	Deferred increase negotiated 10/12/81 previously provided 80 cents on 10/12/81; no recent listing.
Square D Co. Lexington, Ky. Electrical Workers (IBEW) —1,000	9 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Champion Spark Plug Co. Toledo and Cambridge, Ohio; Hellertown, Pa.; Detroit, Mich. and Bloomington, Ind. Automobile Workers—4,300	24 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Reliance Electric Co., a subsidiary of Exxon Corp. Cleveland, Ohio, area Electrical Workers (IUE)—1,200	10 cents 10/12/82	Deferred increase negotiated 6/80 (CWD July 1981); see CWD June 1982.
The Hoover Co. Canton, Ohio Electrical Workers (IBEW) —3,400	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Zenith Electronics Co. Evansville, Ind. Electrical Workers (IUE)—1,000	15 cents 6/7/82	37-month agreement negotiated 6/6/82 also provided 10 cents on both 6/7/83 and 6/7/84; annual cost-of-living clause provides 1 cents for every 0.3 percent change in BLS-CPI-W (1967 = 100); vacation liberalized; $10.68 month (was $9.90) pension for each year of credited service; funeral leave expanded to cover death of of brothers- and sisters-in-law; settlement preceeded by 1-month strike; new listing.
Whirlpool Corp. Evansville, Ind. Electrical Workers (IUE)	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Design and Manufacturing Corp. Connersville, Ind. Automobile Workers—1,350	23 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
The Magnavox Co. and Magnavox Government and Industrial Electronics Co. Fort Wayne, Ind. Allied Industrial Workers —1,800	9 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Gibson Products Corp. (Div. of White Consolidated) Greenville and Belding, Mich. Automobile Workers—3,000	22 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Allen-Bradley Co. Milwaukee, Wis. Electrical Workers (UE-I) —3,000	5 percent 8/1/82	2-year agreement negotiated 8/1/82 also provided: 3 percent in 8/83; annual cost-of-living adjustment provision continued; see CWD Sept. 1981.
Whirlpool Corp. St. Paul, Minn. Teamsters (Ind.)—1,100	19 cents 7/21/82	3-year agreement negotiated 7/23/82 also provided: 16 cents on both 7/23/83 and 7/23/84; cost-of-living clause changed to semiannual reviews (was quarterly), providing for adjustments of 1 cent for each 0.4 point increase in the BLS-CPI-W (1967 = 100) with 12 cents "cap" each adjustment; 19 and 24 cents (was 15 and 20 cents) shift differential effective in 2d year; $11 month pension (was $10) for each year of credited service, increasing to $12 in 2d year and to $13 in 3d; $9 month (was $8) supplemental pension for each year of credited service up to 30 years for employees who retire between ages 60 and 62; $150 week (was $125) sickness and accident, increasing to $175 in 3d year; $7,800 maximum surgical (was $7,200); $175,000 (was $150,000) major medical, increasing to $200,000 in 3d year; $15,000 (was $10,000) life insurance; $150 week (was $100) supplemental life insurance for the first two years; see CWD Aug. 1982.
The Maytag Co. Newton and Hampton, Iowa Automobile Workers—2,200	21 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Zenith Radio Corp. Springfield, Mo. Electrical Workers (IBEW) —1,450	11 cents 9/20/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
Hughes Aircraft Co. Los Angeles, Calif., area Carpenters and Joiners —13,000	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
TRANSPORTATION EQUIPMENT		
ACF Industries, Inc. AMCAR Div. Various locations Steelworkers—2,000	27 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Mack Trucks, Inc. Various locations Automobile Workers—10,000	26 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Lockheed Aircraft Corp., Lockheed-Georgia Co. Marietta, Ga.; Clarksburg, W. Va.; Charleston, S.C. and Meridian, Miss. Machinists—7,350	Avg. 3 percent 10/3/82	Deferred increase negotiated 10/80 (CWD Dec. 1980); see CWD Sept. 1982.
General Dynamics Corp. Quincy, Mass. Marine and Shipbuilders —2,300	40 cents 10/17/82	Deferred increase negotiated 10/80 (CWD Oct. 1981).
Boeing Vertol Co. Philadelphia, Pa., area Automobile Workers—1,200	3 percent	Deferred increase negotiated 10/80 (CWD Oct. 1981); see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Dravo Corp. Neville Island, Pittsburg, Pa. Longshoremen—1,300	20 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Volkswagen of America, Inc. New Stanton, Pa. Automobile Workers—4,600	25 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Avco Corp., Lycoming Div. Williamsport, Pa. Automobile Workers—1,150	20 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Rockwell International, Automobile Operations New Castle, Pa. Steelworkers—1,050	27 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Newport News Shipbuilding and Drydock Corp. Newport News, Va. Steelworkers—15,500	50 cents 10/4/82	Deferred increase negotiated 3/80 (CWD May 1980).
Avco Corp.; Aerostructures Div. Nashville, Tenn. Machinists—2,100	22 cents 8/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Bell Hellicopter Fort Worth, Tex. Machinists—4,300	21 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Rockwell International, Automotive Group. Ind., Ky., Mich., Ohio and Wis. Automobile Workers—4,100	24 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
TRW, Inc. Cleveland, Ohio Aircraft Workers Alliance, Inc. (Ind.)—4,000	20 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Pullman Standard, Div. of Pullman, Inc. Butler, Pa.; Chicago, Ill. and Hammond, Ind. Steelworkers—4,800	26 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Beech Aircraft Corp. Wichita, Liberal and Salina, Kans.; and Boulder, Colo. Machinists—6,000	21 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers—1,450	See next column 8/82	3-year agreement negotiated 8/29/82 provided: no specified general wage increase; cost-of-living clause continued to provide 1 cent for each 0.26-movement in the BLS-CPI-W (1967=100) beginning 11/82 with 1 cent hourly deducted from next four quarterly payments to offset the cost of changes in benefits; $185 (was $125) early retirement supplement for employees between the ages of 55 and 62 with 30 years of service; settlement preceded by 19-day strike; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Gates Learjet Corp. Wichita, Kans. Machinists—2,000	80 cents-$1.215 10/25/82	Deferred increase negotiated 10/81 (CWD Feb. 1982); see CWD Sept. 1982.
Hughes Aircraft Co., Tucson Manufacturing Div. Tucson, Ariz. Machinists—1,600	3 percent 10/25/82	Deferred increase negotiated 10/81 (CWD Feb. 1982); see CWD Sept. 1982.
McDonnell Douglas Corp. Torrance, Palmdale, Huntington Beach and Vandenberg Air Force Base, Calif.; and Cape Canaveral, Fla. Machinists—6,600	3 percent 10/3/82	Deferred increase negotiated 11/80 (CWD Dec. 1980); see CWD Sept. 1982.
McDonnell Douglas Corp. Long Beach and Compton, Calif.; Tulsa, Okla.; and Melbourne, Ark. Automobile Workers—15,000	3 percent 10/3/82	Deferred increase negotiated 10/80 (CWD Dec. 1980); see CWD Sept. 1982.
Lockheed Missiles and Space Co., Inc. Sunnyvale, Palo Alto, and Santa Cruz, Calif.; and various missile and test sites Machinists—6,600	Avg. 3 percent 10/3/82	Deferred increase negotiated 10/80 (CWD Dec. 1980); see Sept. 1982.
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, Calif. Machinists—16,000	Avg. 3 percent 10/3/82	Deferred increase negotiated 10/80 (CWD Dec. 1980); see CWD Sept. 1982.
Rohr Industries, Inc. Riverride and Chula-Vista, Calif. Machinists—5,050	22 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Todd Shipyards Corp., Los Angeles Div. San Pedro, Calif. Marine and Shipbuilders—4,000	20 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
National Steel and Shipbuilding Co. San Diego, Calif. Various unions—3,000	40 cents 10/1/82	Deferred increase negotiated 10/29/81 (CWD Feb. 1982).
Boeing Co. Seattle, Renton, Auburn, and Everett, Wash.; Wichita, Kans.; and Portland, Ore. Machinists—50,000	3 percent 10/82	Deferred increase negotiated 10/80 (CWD Nov. 1980); see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
INSTRUMENTS AND RELATED PRODUCTS		
Timex Corp. Waterbury, Conn. Waterbury Watch Workers —1,000	7.75 percent 10/11/82	Deferred increase negotiated 10/5/81 (CWD Mar. 1982).
Ametek Inc., U.S. Gauge Div. Sellersville, Pa. Machinists—1,150	6 percent 10/1/82	Deferred increase negotiated 10/2/81 (CWD Nov. 1981).
NONMANUFACTURING		
MINING		
Duval Sierrita Corp. and Duval Corp. (copper miners) Tucson and Kingman, Ariz. Steelworkers; Teamsters (Ind.) —2,300	15 cents 10/1/82	Deferred increase negotiated 10/4/80 (CWD Nov. 1980); see CWD May 1982.
The Anamax Mining Co., Twin Buttes Operation Tucson, Ariz. Steelworkers—1,200	15 cents 10/1/82	Deferred increase negotiated 10/22/80 (CWD Nov. 1981); see CWD June 1982.
CONSTRUCTION		
Northeast states area agreement Various locations Boilermakers—1,000	$1.82 10/1/82	Deferred increase negotiated 10/81 (CWD Feb. 1982); see CWD July 1982.
Associated General Contractors of America, Inc. New York Carpenters and Joiners	$.20-$1.30 6/4/82	1-year agreement ratified 6/7/82 also provided: $.70-$2.25 hour to pension fund, varying by local (was $.70-$1.85); $.55-$2.05 to health and welfare fund (was $.55-$1.80); see CWD Apr. 1978 for previous listing.
Association of Contracting Plumbers of the City of New York, Inc. New York, N.Y. Plumbers—2,000	$1.45 6/30/83	3-year agreement negotiated in 8/82 also provided: $1 on 1/4/83, $1.25 on both 7/5/83 and 1/3/84, and $2 on both 7/3/84 and 1/1/85, with distribution between wages and benefits to be determined later; $6.17 hour (was $6.12) to fringe benefit funds; 16 cents to industry promotion fund (was 13); see CWD Mar. 1981.
Eastern Contractors Assn. (formerly Eastern New York Construction Employers, Inc.) Albany, Schenectady, Troy Laborers—1,000	See next column 7/1/82	34-month agreement ratified 7/7/82 provided: 75 cents—Albany, 51 cents—Schenectady, and 27 cents—Troy; 75 cents at all locations both 7/1/83 and 7/1/84; $1.30 hour to pension fund (was $1.20)—Schenectady, $1.65—Troy (was $1.30); $1 to welfare fund (was 90 cents)—Schenectady; see CWD June 1979 for previous listing.
Associated General Contractors of America, Inc. Upstate, N.Y. Operating Engineers—3,025	$.92-$1.22 4/1/82	3-year agreement negotiated in 4/82 also provided: $.67-$1.04 on 4/1/83 and $.84-$1.13 on 4/1/84; $1.30 hour to local pension fund (was $1), $1.45 on 4/1/83, and $1.60 on 4/1/84; $1.10 to health and welfare fund (was 95 cents), $1.20 on 4/1/83, and $1.30 on 4/1/84; see CWD Apr. 1981.
West Virginia Contractors Bargaining Assn., Inc. West Virginia Steelworkers—2,000	13.7 percent 12/15/81	3-year agreement negotiated in 1982 also provided: 11 percent on 12/15/82 and 9 percent 12/15/83; 60 cents to pension fund (was 50); 90 cents to health and welfare fund 12/15/82 (was 80) and $1 on 12/15/83; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Ohio Valley Construction Employers Council West Virginia Operating Engineers—2,000	$1.16 6/1/82	3-year agreement negotiated in late 8/82 also provided: $1.44 on 6/1/83, and $1.28 on 6/1/84; $1 hour to pension fund (was 60 cents); $1.20 to health and welfare fund (was $1.10), $1.30 on 6/1/83, and $1.40 on 6/1/84; 10 cents to industry promotion fund 6/1/84 (was 8); 15 cents to apprenticeship and training fund (was 12); see CWD Mar. 1980 for previous listing.
Kanawha Valley Builders Assn. Charleston, W. Va. Laborers—1,000	72 cents 6/1/82	Deferred increase negotiated in early 1981 under early renegotiation of agreement that was scheduled to expire 5/31/82; agreement, which replaced last year of previous contract and extended it by one year to 5/31/83, also provided: wage increase of 91 cents 6/1/81 (instead of 46 cents that had been scheduled under the old contract); 80 cents hour each to pension and health and welfare funds 6/1/81 (were 70), and $1.05 to each on 6/1/82; see CWD Aug. 1979 for previous listing.
Associated General Contractors of America, Inc. Southern Ala. and Fla. Various unions	6 percent 8/1/82	2-year agreement negotiated 7/29/82 also provided: 6 percent on 8/1/83; $.75 or $1.95 hour to pension fund 1/1/83 (was $.60 or $1.80); 67 cents to health and welfare fund 1/1/83 (was 65); see CWD Sept. 1978 for previous listing.
Associated General Contractors of America, Inc., Southern Florida Chapter, and others Southern Florida Laborers—4,000	20 cents 10/1/82	Deferred increase negotiated 3/82 (CWD May 1982).
Associated General Contractors of America, Inc., Southern Florida Chapter Southern Florida Carpenters and Joiners—6,500	25 cents 10/1/82	Deferred increase negotiated 4/82 (CWD June 1982).
Associated General Contractors America, Inc., Southern Florida Chapter Miami, Fla. Operating Engineers—1,400	45 cents 10/1/82	Deferred increase negotiated 4/82 (CWD June 1982).
Associated General Contractors of America, Inc. Alabama Various—1,975	$.10-$1.13 5/15/82	3-year agreement negotiated in early 5/82 also provided: 35-50 cents on both 5/15/83 and 5/15/84; 0-55 cents hour (depending on craft and location) to pension fund 5/15/83 (was 0-50); 0-95 cents to health and welfare fund (was 0-60), increasing to 0-$1.10 on 5/15/83, and to 0-$1.25 on 5/15/84; 0-11 cents to apprenticeship and training fund (was 0-10), increasing to 0-12 cents on 5/15/83, and 0-13 cents on 5/15/84; 5 cents to industry promotion fund (was 3); first listing.
Houston Sheet Metal Contractors Assn. Houston, Tex. Sheet Metal Workers—1,600	95 cents 7/15/82	32.5-month agreement negotiated 7/21/82 also provided: 80 cents 1/15/83, and 85 cents on both 7/15/83 and 1/15/84, with distribution between wages and benefits to be determined later; wage and benefit reopening 7/15/84; 72.5 cents hour to local pension fund (was 60.5); 92.5 cents to health and welfare fund (was 62.5); 11 cents to apprenticeship fund (was 6); 50 cents hour to establish a savings fund replacing 42 cents hour to vacation fund, which was discontinued; settlement preceded by strike from 7/15 to 7/21/82; see CWD May 1982.
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Iron Workers—2,000	60 cents 10/1/82	Deferred increase negotiated 3/82 (CWD June 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Carpenters and Joiners—5,400	50 cents 10/1/82	Deferred increase negotiated 3/82 (CWD June 1982).
Associated General Contractors of America, Inc. San Antonio, Tex. Carpenters and Joiners—1,000	40 cents 10/1/82	Deferred increase negotiated 2/82 (CWD July 1982).
Associated General Contractors of America, Inc., and Construction Employers Assn. Houston and Galveston, Tex. Bricklayers—1,350	50 cents 10/1/82	Deferred increase negotiated 3/82 (CWD May 1982).
Associated General Contractors of America, Inc. Houston and Galveston, Tex., area Operating Engineers—1,800	30 cents 10/1/82	Deferred increase negotiated 3/82 (CWD June 1982).
Plumbing Contractors Assn. of Cleveland Cleveland, Ohio Plumbers—1,100	$1.50 5/1/82	3-year agreement negotiated 4/30/82 also provided: 10 cents deducted from wages on 9/6/82 and allocated to supplemental unemployment benefits fund (total 40 cents); $2 each on 5/1/83 and 5/1/84, with distribution between wages and benefits to be determined later; $1.40 hour to health and welfare fund (was 90 cents); see CWD May 1978 for previous listing.
Mechanical Contractors Assn. of Northwestern Ohio Toledo, Ohio Plumbers	$1 7/1/82	3-year agreement ratified 8/29/82 also provided: 60 cents 1/1/83, $1 on 7/1/83, 60 cents 1/1/84 and $1.60 on 7/1/84, with distribution between wages and benefits to be determined later; settlement preceded by strike from 7/1/82 to 8/29/82; see CWD July 1977 for previous listing.
Associated General Contractors of America, Inc. Mich. (lower penisula except 7 counties around Detroit) Operating Engineers—3,500	No wage change 6/1/82	2-year agreement ratified 7/14/82 also provided: 50 cents 5/1/83, with distribution between wages and benefits to be determined later; $1.90 hour to health and welfare fund (was $1.50); see CWD Aug. 1980 for previous listing.
Associated General Contractors of America, Inc.; The Detroit Mason Contractors Assn.; and independent companies Detroit, Mich., area Bricklayers—3,000	No wage change 6/1/82	2-year agreement negotiated in 8/82 also provided: 40 cents on 6/1/83 and 35 cents 12/1/83, with distribution between wages and benefits to be determined later; 70 cents hour to international pension fund (was 60); $1.80 to health and welfare fund (was $1.50); 5 cents industry compliance fund eliminated; settlement preceded by strike from 6/1/82-8/8/82; see CWD July 1980 for previous listing.
Millwrights, Conveyor and Machine Erector Contractors Detroit, Mich. Carpenters and Joiners—1,200	No wage change 6/1/82	1-year agreement negotiated in 6/82 provided: 40 cents tool allowance deleted and amount applied to health and welfare fund (total $1.62); payment to apprenticeship fund changed to 11 cents for each hour paid (was 11 cents for each hour worked); see CWD June 1979 for previous listing.
Associated General Contractors of America, Inc.; Great Lakes Fabricators and Erectors Assn.; and Michigan Conveyors Manufacturers Assn. Detroit, Mich., area Iron Workers—2,650	27.21 cents 6/1/82	2-year agreement ratified 7/11/82 also provided: $1.02 cents on 6/1/83; $5 day travel allowance 6/1/83 (was $3.20); effective 6/1/83, time and one-half pay for first 2 hours per day of overtime Monday-Friday and 8 hours on Saturdays (was double time); settlement preceded by strike from 6/1/82 to 7/11/82; see CWD Aug. 1980 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Detroit, Mich., area Laborers—2,600	No wage change 6/1/82	2-year agreement ratified in 8/82 also provided: 35 cents 6/1/83, with distribution between wages and benefits to be determined later; first 2 hours of overtime Monday-Friday and 8 hours on Saturdays to be paid at time and one-half (was double time); 5 cents to industry promotion fund (was 3); see CWD Sept. 1980 for previous listing.
Associated General Contractors of America, Inc. (commercial and industrial agreement) Saginaw Valley, Mich. Carpenters and Joiners—1,200	No wage change 7/21/82	1-year agreement ratified 7/29/82 also provided: $1.10 hour to health and welfare fund (was 85 cents); see CWD Aug. 1979 for previous listing.
Sheet Metal and Air Conditioning Contractors Assn. Milwaukee, Wis. Sheet Metal Workers—1,150	62 cents 8/11/82	22.5-month agreement ratified 8/10/82 also provided: 40 cents on both 6/1/83 and 12/1/83, with distribution between wages and benefits to be determined later; settlement preceded by strike from 7/12/82 to 8/10/82; see CWD Nov. 1980 for previous listing.
Associated General Contractors of America, Inc. 7 other assns. and independent contractors California and Nevada Iron Workers—10,000	$1.55 7/1/82	Negotiated 7/20/82 under wage and benefit reopening of 3-year agreement scheduled to expire 6/30/83; reopening settlement also provided: $2.82 hour to pension fund (was $2.77); $1.59 to health and welfare fund (was $1.44); previously received 40 cents wage increase 1/1/82, and $2 increase 7/1/81 which was allocated as follows: $1 to wages, 5 cents to pension fund (total $2.77), 50 cents to annuity fund (total $1), 35 cents to vacation/supplemental dues fund (total $2.50), 5 cents to health and welfare fund (total $1.44), and 5 cents to apprenticeship fund (total 12); see CWD Mer. 1981.
Painting and Decorating Contractors of America (listed previously as Orange Belt Painters and Decorators; and Painting and Decoration Contractors Assn.) San Diego, Orange, Imperial, San Bernardino, and Riverside, counties, and Eastern part of Los Angeles County, Calif. Painters—3,500	See next column 7/1/82	$2.20 automatic annual cost-of-living adjustment, which was allocated as follows: $1.63 to wages, 30 cents to pension fund (total $2.08), and 9 cents to apprencticeship fund (total 16); previously received deferred increase on 7/1/81 of $1.68 to wages, 15 cents to vacation fund (total 90), 25 cents to pension fund (total $1.78), 10 cents to health and welfare fund (total $1.33), 5 cents to life insurance fund (total 20), 3 cents to administration fund (total 26), and 2 cents to work preservation fund (total 6); 1980 agreement was for 5 years rather than 3 as reported in CWD Mar. 1981 and also provided for COLA reviews on 7/1/83 and 7/1/84 (in addition to the 7/1/82 review) with minimums of 5 percent and maximums of 14 percent.
Painting and Decorating Contractors Assn. and independent companies Los Angeles, Calif. Painters—2,500	See next column 7/1/82	$2.63 increase consisting of 89 cents deferred increase negotiated in 6/80 (CWD Nov. 1980) and $1.74 automatic annual cost-of-living adjustment which was allocated as follows: $2 to wages, 25 cents to vacation fund (total $1), 25 cents to pension fund (total $1.58), and 13 cents to health and welfare and death benefit funds (total $1.42); previously received $1 deferred increase on 7/1/81 allocated 98 cents to wages and 2 cents to industry preservation fund (total 6), and $1 on 1/1/82 allocated 98 cents to wages and 2 cents to administrative fund (total 16); see CWD Mar. 1981.
Sheet Metal and Air Conditioning Contractors National Assn.; Air Conditioning Sheet Metal Assn. Los Angeles County, Calif. Sheet Metal Workers—2,700	$2.90 7/1/82	1-year agreement negotiated 7/14/82 also provided: COLA clause discontinued; $2.25 hour to local pension fund (was $2); $1.30 to health and welfare fund (was $1.20); 25 cents to training fund (was 10); and 10 cents to establish a retirees' fund; see CWD Mar. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES		
Class I railroads National Locomotive Engineers—26,000	See next column	39-month mandated agreement legislated by Congress 9/22/82 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent, 3 percent and 3 percent retroactive to 4/1/81, 10/1/81, and 7/1/82, respectively, and 3 percent 7/1/83; continued cost-of-living escalator clause providing semiannual adjustments of 1 cent for each 0.3-point change in the BLS-CPI-W (1967 = 100) starting 1/83 (32, 35, and 22 cents were provided as cost-of-living adjustments retroactive to 7/1/81, 1/1/82, and 7/1/82, respectively—the amounts that would have been paid under the formula) with semiannual and annual "caps" of 4 and 8 percent, respectively, and incorporation into base rates of cost-of-living allowance in effect 1/1/83 effective 12/31/83 and of 50 percent of allowance effective 6/30/84; 11th paid holiday for hourly-rated yard service employees only (road service workers do not receive paid holidays) 1983; 3 and 4 weeks' paid vacation after 8 (was 9) and 17 (was 18) years' service, respectively, starting 1982; establishment of 1 and 2 days of paid personal leave for employees with 8 and 17 years of service, respectively, starting in 1982; $10,000 (was $6,000) life insurance, $8,000 (was $4,000) maximum AD & D, increased hospital-medical-surgical benefits, $500,000 (was $250,000) major medical maximum, increased dental benefits, and $75,000 (was $50,000) maximum for early retirement major medical plan starting in 1982; see CWD Apr. 1981.
USAir (ground service) National Machinists—1,900	See next column	28-month agreement negotiated 8/82 provided 10.4 percent and 1.9 percent retroactive to 11/1/81 and 7/1/82, respectively, 6 percent 11/1/82, 2 percent 7/1/83, and 2.5 percent 11/1/83; discontinued cost-of-living adjustment clause; 31 cents (was 21), 38 cents (was 28), and 41 cents (was 31) afternoon, night and rotating or relief shift differentials, respectively, 9/1/82, all increasing by 10 cents on both 11/1/82 and 9/1/83; 40 cents (was 35) and 35 cents (was 30) license premiums for 1st and 2d licenses, respectively, 9/1/82, increasing to 45 cents for 1st license 11/1/82, and 45 cents for 2d license 9/1/83; $150 day (was $125) hospital room and board and double such rate for intensive care 1/1/82, 27 percent increase in surgical schedule 1/1/82, $750,000 (was $300,000) major medical maximum with other major medical improvements 1/1/82, company to pay premium on 1st $25,000 (was $20,000) of basic life insurance 9/1/82, and improved dental benefits 1/1/83; $28 (was $27), $23.07 (was $22.25), and $20 (was $19.25) normal monthly pension benefit rate per year of service for mechanics, stores, and utility employees, respectively, 10/1/82, going to $29.50, $24.30, and $21.07 10/1/83, $31, $25.50, and $22 2/1/84 for those retiring after 11/1/84; and improved meal pay when on travel; see CWD Aug. 1981.
Western Airlines (ground service National Teamsters (Ind.)—1,900	See next column	6-month extension agreement ratified 8/82 continuing terms of 6/81 contract (CWD July 1981) through 6/30/83 which will provide possible cost-of-living adjustments 10/1/82 and 1/1/83; previously received quarterly cost-of-living adjustment of 12 cents 7/1/82; see CWD June 1982.
Western Union Telegraph Co. National Telegraph Workers—8,800	8 percent 7/82	3-year agreement negotiated 7/82 also provided: 7 percent 2d year and 7.1 percent 3d year; $250,000 (was $150,000) maximum major medical lifetime benefit; $10,000 (was $5,000) life insurance; new optical plan; increased dental coverage revised pension formula to provide 1.3 percent (was 1 percent) of the average employee's 5 highest years of earnings times years of service; see CWD July 1981.
Columbia Broadcasting System Inc. National Electrical Workers (IBEW)—1,700	$50 week 10/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Maritime Service Committee, Tanker Service Committee, American Maritime Assn., and independent companies (licensed seamen) Atlantic, Pacific, and Gulf coasts Marine Engineers (MEBA)	See next column	3-year agreement negotiated 6/81 (CWD Oct. 1981) modified effective 7/15/82 to roll back wages to rates in effect on 6/15/82 (a 7.5 percent wage increase had been provided 6/16/82)—the action was sought by the Administration as part of a program to revitalize the American merchant marine; other contract terms were continued; see CWD June 1982.
Stevedoring companies East and Gulf coasts Longshoremen (ILA)—45,000	$1.20 hour 10/1/82	Deferred increase provided by agreements ratified 9/80 and 10/80 (CWD Nov. 1980); see Nov. 1981.
The Connecticut Light and Power Co. Middletown, New London, Torrington and Stamford, Conn. Electrical Workers (IBEW) —1,700	8.5 percent 5/30/82	2-year agreement negotiated 8/82 also provided: 8.5 percent 6/5/83; 45 cents (was 40 cents) shift premium; increased schedule of surgical procedure by 10 percent; $30 (was $20) physical examination allowance; new dependent life insurance plan; $4.50 (was $4) meal allowance; see CWD June 1981.
Western Union Telegraph Co. New York, N.Y. Communications Workers—900	See next column 7/82	3-year agreement negotiated 7/82 provided: terms generally similar to Western Union—Telegraph Worker's listing above; see CWD July 1981.
Pennsylvania Power and Light Co. Eastern and Central Pa. Electrical Workers (IBEW) —4,800	8.14 percent 6/21/82	3-year agreement ratified 8/2/82 also provided 7.53 percent 8/1/83 and wage reopener 7/30/84, see CWD July 1981.
Duquesne Light Co. Pittsburgh, Pa. Electrical Workers (IBEW) —3,100	10.05 percent 10/1/82	Deferred increase negotiated 10/81 (CWD Feb. 1982)
Tennessee Valley Authority (professional and other non-management white-collar employees) Tennessee Valley 5 unions—16,850	See next column 10/1/82	3 percent increase in pay but not in pay rates for employees found to be overpaid (based on results of survey), while others will receive appropriate increase in both pay and in the rate for their job; deferred increase negotiated 8/31/81 (CWD Nov. 1981.
Memphis Light, Gas and Water Div. (all departments) Memphis, Tenn. Electrical Workers (IBEW) —2,280	Average 4 percent 8/1/82	Increase negotiated under wage reopener provision of a contract scheduled to expire 9/1/83; see CWD Aug. 1981.
Georgia Power Co. Georgia Electrical Workers (IBEW) —4,400	8 percent 7/1/82	Increase negotiated under wage reopening provision of a contract scheduled to expire 7/1/83; see CWD Oct. 1981.
Bowman Transportation Georgia area Steelworkers—1,700	30 cents hourly or 0.75 cent per mile 8/7/82	3-year agreement negotiated 8/82 also provided: continuation of cost-of-living adjustment clause providing 2.5 cents hourly or 0.25 mills per mile for each full point rise in BLS-CPI-W up to 10 points, and if rise is as high as 16 points, 2.5 cents hourly or 0.25 mills for each point rise in CPI above 15, to maximum of 30

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
		cents or 7.5 mills on both 8/7/83 and 8/7/84; $9.25 (was $8.25) basic monthly pension rate per year of service 1st year of contract going to $10.25 2d year, and $11.25 3d; and established entry rates for new hires; see CWD Apr. 1982.
Arkansas Power and Light Co. Little Rock, Ark. Electrical Workers (IBEW)—3,000	8.5 percent 6/1/82	3-year agreement negotiated 8/9/82 also provided: wage and benefit reopener 6/1/83 and 6/1/84; see CWD June 1981.
Chicago Transit Authority Chicago, Ill. Amalgamated Transit Union—12,000	36 cents 9/5/82-motormen 9/12/82-bus operators	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Detroit Edison Southeastern, Mich. Utility Workers—3,500	24 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Michigan Consolidated Gas Co. Detroit and Ann Arbor Michigan Service Employees—1,300	18 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
WHOLESALE AND RETAIL TRADE		
Bradlees Mercantile, Div. of of Stop and Shop Companies Inc. Eastern and Western Mass., Maine, Conn. and N.H. United Food and Commercial Workers—3,200	40 cents 7/1/82	3-year agreement negotiated 8/8/82 also provided: 40 cents an hour wage increase on 7/1/83 and 7/1/84; $9 month pension for each year of credited service on 7/83, increasing to $10 in 7/84; $100 maximum weekly sickness and accident benefit (was $75); $300 for X-ray and hospital laboratory coverage (was $150); see CWD Oct. 1979.
Automobile Dealers Industrial Relations Association of New York and independents Automobile Workers—1,000	8 percent 8/9/82	2-year agreement negotiated 8/8/82 also provided: 8 percent wage increase on 8/8/83; $109.92 month company payment for hospitalization per employee (was $93.42); see CWD July 1981.
Waldbaum, Inc., Food-a-Rama, Bohack, Daitch Crystal Dairies and Hills New York, N.Y., area Retail, Wholesale, and Department Store—16,000	$15 week full time-30 cents hour part-time 10/4/82	Deferred increase negotiated 9/29/80 (CWD Mar. 1981); see CWD May 1982.
Star Supermarkets, Inc. Upstate New York United Food and Commercial Workers—2,000	37.5 cents 10/15/82	Deferred increase negotiated 12/1/80 (CWD Jan. 1980); see CWD Oct. 1981.
Restaurant League of New York, Inc., Bronx, Manhattan, and Long Island Delicatessen Dealers Assn., Inc. and independent restaurants New York City, N.Y. Hotel and Restaurant Employees—3,000	40 cents 10/31/82	Deferred increase negotiated 11/12/81 (CWD Jan. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Acme Markets, Inc. Northern New Jersey United Food and Commercial Workers—2,400	54 cents 10/10/82	Deferred increase negotiated 11/20/81 (CWD Jan. 1982).
Kroger Co. West Virginia, Kentucky and Ohio United Food and Commercial Workers—3,400	25 cents 10/3/82	Deferred increase negotiated 10/10/81 (CWD Feb. 1982).
Kroger Co. Houston, Tex. United Food and Commercial Workers	30 cents 10/1/82	Deferred increase 2/81; 3-year agreement also provided 70 cents general wage increase on 2/6/81, 60 cents 1/4/82, 53 cents 6/1/83, and 66.5 cents 10/1/83; first listing.
Kroger Safeway and Weingarten food stores Arkansas United Food and Commercial Workers—3,500	30 cents 10/1/82	Deferred increase negotiated 2/81 (CWD Aug. 1981); see CWD Jan. 1982.
Akron-Canton Food Industry Committee Akron-Canton, Ohio, area United Food and Commercial Workers—3,500	50 cents 10/4/82	Deferred increase negotiated 9/10/80 (CWD Jan. 1981); see CWD May 1982.
Kroger Co. (grocery Cincinnati, Ohio area United Food and Commercial Workers—3,250	45 cents 10/4/82	Deferred increase negotiated 11/9/81 (CWD Feb. 1982).
Chicago Beer Wholesalers Assn. Chicago, Ill. Teamsters (Ind.)—1,300	38 cents 5/1/82	2-year agreement negotiated 6/5/82 also provided: 38 cents an hour wage increase on 5/1/83; settlement preceded by a 5 day strike; see CWD Apr. 1981.
On sale liquor dealers of Minneapolis Minneapolis, Minn. Hotel and Restaurant Employees—950	12 percent 10/1/82	Deferred increase negotiated 10/10/80 (CWD Feb. 1981); see CWD Oct. 1981.
St. Paul On-Sale Liquor Dealers St. Paul, Minn. Hotel and Restaurant Employees—900	10 percent 10/1/82	Deferred increase negotiated 10/10/80 (CWD Feb. 1981); see CWD Oct. 1981.
FINANCE, INSURANCE AND REAL ESTATE		
Prudential Insurance Co. of America (agents) National Insurance Workers—16,500	$25.15 a week 9/82	Deferred increase over pre-contract compensation negotiated 10/81 (CWD Feb. 1982); see CWD Feb. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE AND REAL ESTATE—Continued		
Prudential Insurance Co. of America Ohio, Wis., and Minn. International Union of Life Insurance Agents (Ind.)—1,900	$31.94 a week 10/19/82	Deferred increase over pre-contract compensation negotiated 11/81 (CWD Mar. 1982); see CWD Mar. 1982.
Hospital Service Plan of New Jersey, Medical Service Plan of New Jersey Newark, N.J. Office and Professional Employees—1,550	4 cents 8/5/82	Automatic quarterly cost-of-living adjustment—maximum allowed per adjustment; see CWD Aug. 1982.
Northwestern Mutual Life Insurance Co. Milwaukee, Wis. Office and Professional Employees—1,550	$260 to $360 a year-salaried; 13 to 23 cents-hourly 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
SERVICES		
Massachusetts Maintenance Contractors Assn. (building cleaning) Boston, Mass., area Service Employees—6,000	20 cents 9/1/82	Deferred increase negotiated 9/81 (CWD Feb. 1982); see CWD Apr. 1982.
Teachers (including aides and nurses Boston, Mass. Boston Teachers Union (AFT)—7,000	8 percent 9/82	Deferred increase 8/80 (CWD Nov. 1980); see CWD Sept. 1981.
Motion picture laboratory technicians New York, N.Y., area Theatrical Stage Employees—1,000	$1 10/1/82	Deferred increase negotiated 9/80 (CWD Mar. 1981); see CWD Nov. 1981.
Elevator Industries Assn. New York, N.Y. Electrical Workers (IBEW)—1,500	12.3 percent 10/26/82	Deferred increase negotiated 11/81 (CWD June 1982); see CWD June 1982.
Greater New York Health Care Facilities Assn. (blue collar workers, licensed practical nurses, and registered nurses) New York, N.Y., area Service Employees—10,000	$10 week-blue collar; $12.50 week—LPN's; $15 week—RN's 10/1/82	Deferred increase negotiated 3/81 (CWD May 1982); see CWD May 1982.
Philadelphia Hotel and Motor Inn Assn. Philadelphia, Pa. Hotel and Restaurant Employees—1,000	41.3 cents hour—nontipped employers; 25 cents hour—tipped employees 10/1/82	Deferred increase negotiated 10/81 (CWD Mar. 1982); see CWD Mar. 1982.
Hotel Assn. of Washington ington, D.C. Washington, D.C. Hotel and Restaurant Employees—6,000	50 cents—untipped employees; 30 cents—tipped employees 40 cents—bus employers) 8/16/82	Deferred increase negotiated 9/81 (CWD Nov. 1981).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
School aides and clerical employees District of Columbia State, County, and Municipal Employees—1,400	7 percent 10/1/82	Deferred increase negotiated 2/14/82 (CWD Apr. 1982).
Greater Milwaukee Hotel-Motel Assn. Milwaukee, Wis. Hotel and Restaurant Employees—1,700	10 cents—tipped employees; 15 cents—nontipped employees 6/16/82	3-year agreement negotiated 7/82 also provided: 10 cents tipped employees and 20 cents nontipped employees 6/16/83, and 10 cents tipped and 25 cents nontipped 6/16/84; 360 day maximum (was 120 days) hospital room and board, hospital miscellaneous expenses on a customary and reasonable basis (was 100 percent of 1st $250 and 75 percent of next $5,000), surgical benefits on customary and reasonable basis (was according to relative value schedule), X-ray and laboratory expenses on customary and reasonable basis (was $75 maximum), maternity on same basis as other illness, and establishment of comprehensive plan with $100,000 maximum with $100 deductible after which plan paid 70 percent of 1st $3,000 of expenses and 100 percent thereafter 7/1/82; $9 (was $8) monthly employer payment to pension fund 2d year, going to $10 3d year; no recent listing.
Health Employers Inc. (registered nurses) Minneapolis-St. Paul, Minn. Minnesota Nurses Assn. (Ind.)—6,400	See next column	2-year agreement negotiated 7/82 provided: 9 percent retroactive to 6/1/82 and 8 percent 6/1/83; additional 1.3 percent for 12 year's experience 6/1/82; 55 cents (was 43) rotating shift differential and 99 cents (was 87) evening and night differential (for working 12 or more continuous weeks on evenings or nights) 6/1/82 with rotating premium going to 59 cents 6/1/82; $240 month (was $190) and $120 month (was $80) for head nurses and assistant head nurses, respectively, 6/1/82, going to $260 and $130, respectively, 6/1/83; $45 month (was $25) employer payment for dependent insurance premium 6/1/82, going to $65 6/1/83; 65 percent (was 60) of greater of state of Federal minimum wage on-call premium 6/1/82, going to 70 percent 6/1/83: previously received unlisted 8.1 percent wage hike 6/1/81; see CWD July 1980.
Textile Rental Services Assn. Los Angeles, Calif. area Laundry and Dry Cleaning Workers—3,000	15 cents 10/4/82	Deferred increase negotiated 4/81 (CWD Oct. 1981); see CWD Apr. 1982.
PUBLIC ADMINISTRATION		
Police Officers Washington, D.C. International Brotherhood of Police Officers—3,300	7 percent 10/82	Deferred increase negotiated 11/81 (CWD Dec. 1981).
Fire fighters District of Columbia International Association of Fire Fighters—1,200	7 percent 10/1/82	Deferred increase negotiated 1/82 (CWD Feb. 1982).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year		Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947		270	-	1,629	-	25,720	-
1948		245	-	1,435	-	26,127	0.22
1949		262	-	2,537	-	43,420	.38
1950		424	-	1,698	-	30,390	.26
1951		415	-	1,462	-	15,070	.12
1952		470	-	2,746	-	48,820	.38
1953		437	-	1,623	-	18,130	.14
1954		265	-	1,075	-	16,630	.13
1955		363	-	2,055	-	21,180	.16
1956		287	-	1,370	-	26,840	.20
1957		279	-	887	-	10,340	.07
1958		332	-	1,587	-	17,000	.13
1959		245	-	1,381	-	60,850	.43
1960		222	-	896	-	13,260	.09
1961		195	-	1,031	-	10,140	.07
1962		211	-	793	-	11,760	.08
1963		181	-	512	-	10,020	.07
1964		246	-	1,183	-	16,220	.11
1965		268	-	999	-	15,140	.10
1966		321	-	1,300	-	16,000	.10
1967		381	-	2,192	-	31,320	.18
1968		392	-	1,855	-	35,567	.20
1969		412	-	1,576	-	29,397	.16
1970		381	-	2,468	-	52,761	.29
1971		298	-	2,516	-	35,538	.19
1972		250	-	975	-	16,764	.09
1973		317	-	1,400	-	16,260	.08
1974		424	-	1,796	-	31,809	.16
1975		235	-	965	-	17,563	.09
1976		231	-	1,519	-	23,962	.12
1977		298	-	1,212	-	21,258	.10
1978		219	-	1,006	-	23,774	.11
1979		235	-	1,021	-	20,409	.09
1980		187	-	795	-	20,844	.09
1981		145	-	729	-	16,908	.07
1981:	January	6	12	12.0	29.6	257.9	.01
	February	7	10	10.7	20.9	118.5	.01
	March	16	20	201.6	207.8	861.8	.04
	April	17	27	48.0	223.5	4,085.2	.20
	May	18	27	85.1	259.0	4,454.0	.24
	June	30	43	200.1	415.1	2,618.3	.13
	July	23	38	80.1	125.4	1,575.5	.08
	August	9	17	36.2	86.6	1,017.9	.05
	September	5	10	26.3	65.2	898.8	.05
1982p:	January	2	4	6.1	11.4	199.9	.01
	February	2	6	2.5	13.9	236.9	.01
	March	3	r6	r8.3	21.3	5352.2	.02
	April	9	16	35.7	55.3	480.3	.02
	May	14	21	43.7	60.3	636.1	.03
	June	17	25	41.4	64.5	894.0	.04
	July	11	22	r36.3	r62.2	r830.9	.04
	August	r15	r24	r41.9	r59.8	r785.9	.04
	September	15	29	391.4	425.0	2,147.2	.11

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

r = revised.

Table 2. Work stoppages involving 1,000 workers or more during September 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in September
Brown & Sharpe Manufacturing Co. North Kingstown, R.I. Machinists	10/19/81		1,600	33,600
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	52,500
Homestake Mining Company Lead, S. Dak. Steelworkers	6/1/82	9/26/82	1,300	22,100
Iowa Beef Processors, Inc. Dakota City, Neb. Food and Commercial Workers	6/7/82		2,200	46,200
General Tire and Rubber Company Waco, Texas Rubber Workers	6/14/82		1,200	25,200
Construction Industry Arizona Teamsters (Ind.); Operating Engineers; Laborers; Carpenters; and Cement Masons	6/17/82	8/24/82	5,000	85,000
Construction Industry Toledo, Ohio Plumbers and Electrical Workers—IBEW	7/1/82	[2]9/7/82	2,000	8,000
Construction Industry New York, N.Y. Teamsters (Ind.) and Operating Engineers	7/1/82		[3]2,500	52,500
Missouri River Basin Employers Interstate Boilermakers	7/23/82	9/9/82	3,500	21,000
Cartoon Studios Hollywood, Calif. Theatrical Stage Employees	8/5/82		1,600	33,600
Alabama Drydock and Shipbuilding Company Mobile, Ala. Marine and Shipbuilding Workers	8/7/82		1,700	35,700
Construction Industry Detroit, Mich. Electrical Workers—IBEW	8/25/82	9/21/82	3,500	49,000
Alabama Power Company Birmingham, Ala. Electrical Workers—IBEW	8/31/82		4,000	84,000
Board of Education East St. Louis, Ill. Teachers	8/31/82	9/19/82	1,000	12,000
John Morrell & Company Sioux Falls, S. Dak. Food and Commercial Workers	9/1/82	9/12/82	2,600	18,200
Construction Industry Boston, Mass. Sheet Metal Workers	9/1/82	9/8/82	1,200	6,000
Construction Industry Toledo, Ohio Carpenters	9/8/82		1,500	13,500

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during September 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in September
United Parcel Service New York City, Westchester County and Long Island, N.Y. Teamsters (Ind.)	9/8/82	9/13/82	4,000	12,000
Bituminous Coal Industry West Virginia Mine Workers (Ind.)	9/8/82	9/9/82	1,500	2,200
Stanford University Palo Alto, Calif. Service Employees	9/10/82		1,400	21,000
United Parcel Service Northern New Jersey and Staten Island, N.Y. Teamsters (Ind.)	9/13/82	9/14/82	4,500	9,000
Board of Education Detroit, Mich. Teachers	9/13/82		11,000	154,000
Southern California Rapid Transit District Los Angeles, Calif. Transportation	9/14/82	9/19/82	4,600	23,000
General Dynamic Corp. Lima, Ohio; Scranton, Pa.; Warren Sterling Heights, and Centerline, Mich. Automobile Workers	9/15/82	9/26/82	5,700	45,600
Chrysler Corp. Newark, Del; Twinsburg, Ohio; and Detroit, Mich. Automobile Workers	9/16/82	9/20/82	11,400	26,800
Railroad Industry Nationwide Locomotive Engineers	9/19/82	9/22/82	[4]335,000	1,217,500
Bronx Realty Advisory Board Bronx, N.Y. Service Employees	9/20/82	9/25/82	4,000	20,000
National Football League Nationwide Football Players	9/21/82		1,500	12,000
Trico Products Corp. Buffalo, N.Y. Automobile Workers	9/27/82		1,500	6,000
Total beginning in September: Total in effect in September:	15 stoppages 29 stoppages		391,400 425,000	 2,147,200

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[1] The number of workers involved are rounded to the nearest hundred.

[2] Glaziers and asbestos workers settled on 8/14.

[3] Teamsters settled on 9/1; an undertermined number of additional construction workers have been idled.

[4] Approximately 26,000 locomotive engineers truck on 9/19 following the expiration of a 60-day cooling off period invoked by President Reagan under provisions of the National Railway Labor Act. The strike idled an estimated 335,000 railroad employees. On 9/22 the President signed special legislation directing the engineers to return to work.

Major Agreements Expiring in November

Employer and location	Industry	Labor organization[1]	Number of workers
Allis-Chalmers Corp. (La Porte, Ind.)	Machinery	Auto Workers	1,000
Allis-Chalmers Corp. (West Allis, Wis.)	Machinery	Auto Workers	1,900
Apartment Building Owners and Managers Association of Chicago (Illinois)	Services	Service Employees	3,000
Armstrong Cork Co. (Lancaster, Pa.)	Miscellaneous manufacturing	Rubber Workers	2,000
Bendix Autolite Corp. (Michigan)	Transportation equipment	Auto Workers	1,200
Carrier Corp. (Syracuse, N.Y.)	Machinery	Sheet Metal Workers	3,250
Central States Area Tank Truck Agreement (Interstate)[2]	Trucking	Teamsters (Ind.)	15,000
Chain and Independent Food Stores (Wisconsin)[2]	Retail trade	Food and Commercial Workers	2,300
Colgate-Palmolive Co. (Jersey City, N.J.)	Chemicals	Employees Association, Inc. of Colgate-Palmolive Co. (Ind.)	1,200
Film Exchange Employees Agreement (Interstate)[2]	Amusements	Theatrical Stage Employees	1,500
Food Employers Council, Inc. (Los Angeles, Cal.)	Retail trade	Food and Commercial Workers	6,500
General Telephone Co. of Indiana (Indiana)	Communication	Electrical Workers (IBEW)	1,550
Graphic Arts Association of Delaware Valley, Inc. (Pennsylvania)	Printing and publishing	Graphic Arts	1,200
Greater Boston Hotel and Motor Inn Association (Boston, Mass.)	Hotels	Hotel Employees and Restaurant Employees	3,000
Hotel and Motel Association of Greater St. Louis (St. Louis, Mo.)	Hotels	Hotel Employees and Restaurant Employees	2,500
ICI United States, Inc. (Charlestown, Ind.)	Fabricated metal products	Chemical Workers	1,250
Londontown Corp. (Interstate)	Apparel	Clothing and Textile Workers	1,950
Retail Distribution Agreement (San Diego, Cal.)[2]	Retail trade	Food and Commercial Workers	1,200
United States Potters Association (Interstate)	Stone, clay, and glass products	Potters	1,300
USAIR (Interstate)	Air transportation	Air Line Pilots	1,100
United Aircraft Corp., Pratt and Whitney Aircraft Division, 4 agreements (Connecticut)	Transportation equipment	Machinists	18,350
	Government activity	**Labor organization[1]**	
Pennsylvania: Pittsburgh Board of Education	Education	American Federation of State, County and Municipal Employees	1,050

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[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contracts).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes; real spendable earnings are current earnings adjusted for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on a farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor.*

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The Index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	135.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	66.1	71.3	78.0	85.5	92.9	100.0	108.6	119.1	131.4	144.1
1977 dollars	95.7	97.3	95.9	96.3	98.9	100.0	100.9	99.4	96.7	96.0
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.1	93.0	100.0	108.6	118.6	130.6	143.2
1977 dollars	96.7	97.9	96.5	96.9	99.0	100.0	100.8	99.0	96.1	95.4
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981				1982								
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.p	Sept.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.69	$7.76
1977 dollars	4.81	4.82	4.83	4.81	4.86	4.84	4.85	4.85	4.83	4.78	4.77	4.77	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	259.74	261.18	262.20	262.24	255.95	262.39	261.99	262.27	265.52	267.40	269.98	270.69	270.05
1977 dollars	168.88	169.49	169.71	169.30	164.70	168.31	168.37	167.80	168.16	167.33	167.90	168.03	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.5	148.6	149.2	150.2
1977 dollars	92.1	92.2	92.7	92.6	93.6	93.3	93.5	93.7	93.4	92.4	92.4	92.6	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	7.71	7.73	7.72
1977 dollars	4.80	4.80	4.81	4.80	4.82	4.82	4.84	4.86	4.85	4.82	4.81	4.81	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	257.95	259.74	261.50	261.10	258.69	263.55	263.15	264.89	267.75	267.88	269.08	269.00	268.66
1977 dollars	168.05	168.44	168.82	167.91	165.93	168.62	168.90	169.69	169.89	168.14	167.97	167.39	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	–	148.2	–	–	150.9	–	–	153.4	–	–	*	–
1977 dollars	–	–	95.6	–	–	96.5	–	–	97.1	–	–	*	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	147.4	–	–	150.1	–	–	152.3	–	–	*	–
1977 dollars	–	–	95.1	–	–	96.1	–	–	96.4	–	–	*	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.0	148.9	149.7	149.9
1977 dollars	92.1	92.1	92.3	92.3	92.9	92.8	93.3	93.7	93.7	93.1	93.0	93.2	*

[1] Production and nonsupervisory workers.

* Not available.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.9	131.9
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981					1982								
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.p	Sept.p
	Data before seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy[1]	$7.30	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.69	$7.76
Mining	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.88	11.03
Contract construction	10.92	11.07	11.16	11.18	11.26	11.59	11.32	11.33	11.32	11.46	11.41	11.53	11.61	11.72
Manufacturing	8.03	8.16	8.16	8.20	8.27	8.42	8.34	8.37	8.42	8.45	8.50	8.55	8.51	8.59
Transportation and public utilities	9.87	9.95	9.94	10.05	10.06	10.10	10.13	10.07	10.14	10.17	10.20	10.29	10.41	10.46
Wholesale and retail trade	5.94	6.04	6.01	6.04	6.02	6.17	6.16	6.16	6.18	6.20	6.20	6.21	6.22	6.24
Finance, insurance, and real estate	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.78	6.86	6.90
Services	6.41	6.52	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.85	6.84	6.87	6.89	6.98
Wage rates, hired farm labor (quarterly data)	–	–	([2])	–	–	([2])	–	–	([2])	–	–	([2])	–	–
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	140.0	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.6	148.6	149.2	150.2
Mining	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	161.3	161.0	162.9
Contract construction	133.6	135.5	136.3	136.3	136.7	139.7	136.5	136.8	137.4	139.3	139.1	140.8	141.6	142.9
Manufacturing	142.9	144.7	145.4	146.4	147.4	149.3	149.1	149.8	150.9	151.5	152.4	153.3	153.6	154.6
Transportation and public utilities	141.6	143.0	143.0	144.6	145.0	145.8	146.3	145.4	146.4	147.2	147.3	148.3	150.0	151.2
Wholesale and retail trade	139.1	141.0	140.0	140.8	140.9	143.0	143.3	143.5	144.3	145.2	144.9	145.5	145.8	146.3
Wholesale trade	141.7	142.5	143.3	144.4	144.6	146.7	146.8	146.6	147.5	148.6	148.0	149.1	149.6	150.2
Retail trade	137.7	140.2	138.3	138.9	139.0	141.0	141.4	141.8	142.6	143.4	143.3	143.5	143.7	144.1
Finance, insurance, and real estate	139.7	139.8	140.7	142.6	141.5	143.7	144.9	144.2	145.4	147.9	146.9	148.3	150.1	150.7
Services	138.0	139.7	140.6	142.3	142.3	144.5	144.9	144.6	145.6	146.5	146.6	147.8	148.2	149.5
	Data after seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy	$7.34	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	$7.71	$7.73	$7.72
Mining[3]	10.12	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.88	11.03
Contract construction	10.90	10.95	11.06	11.14	11.22	11.52	11.34	11.39	11.43	11.54	11.51	11.56	11.59	11.60
Manufacturing	8.09	8.14	8.16	8.20	8.20	8.38	8.34	8.37	8.44	8.48	8.52	8.56	8.57	8.56
Transportation and public utilities	9.84	9.86	9.89	9.97	10.02	10.09	10.13	10.15	10.18	10.24	10.30	10.30	10.38	10.37
Wholesale and retail trade	5.98	6.03	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.20	6.22	6.23	6.26	6.23
Finance, insurance, and real estate[3]	6.38	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.78	6.86	6.90
Services	6.51	6.54	6.58	6.63	6.65	6.71	6.72	6.72	6.80	6.85	6.90	6.96	6.99	7.00
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	140.5	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.1	148.9	149.6	149.9
Mining[3]	149.5	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	161.3	161.0	162.9
Contract construction	132.8	133.5	134.7	135.7	136.6	139.9	137.9	138.1	138.7	139.9	139.7	140.6	140.7	140.8
Manufacturing	143.5	144.7	145.4	146.4	146.9	148.9	149.1	149.9	150.8	151.8	152.5	153.3	154.2	154.6
Transportation and public utilities	141.6	141.5	142.3	143.5	144.3	145.5	146.0	146.3	146.9	148.2	149.1	148.9	150.0	149.7
Wholesale and retail trade	139.7	141.0	140.5	141.3	141.7	142.1	142.5	142.8	143.7	145.1	145.2	145.7	146.4	146.3
Wholesale trade	142.4	142.4	143.5	144.4	144.3	146.3	146.3	146.3	147.1	148.9	148.4	149.4	150.4	150.0
Retail trade	138.2	140.3	138.8	139.6	140.4	139.9	140.4	140.9	141.9	143.1	143.6	143.6	144.2	144.3
Finance, insurance, and real estate	140.1	140.4	141.4	142.6	142.0	143.1	143.3	143.8	144.9	148.0	147.2	148.6	150.5	151.3
Services	139.2	139.7	140.9	142.2	142.6	143.4	143.7	143.9	145.1	146.5	147.3	148.7	149.6	149.5

[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980			1981				1982		
	II	III	IV	I	II	III	IV	I	II	IIIp
Average hourly compensation:										
All persons, private business sector	10.4	10.5	10.7	10.5	9.7	9.4	8.9	7.8	7.6	*
All employees, nonfarm business sector:										
Current dollars	10.2	10.4	10.6	10.6	9.7	9.4	8.9	7.8	7.6	*
1977 dollars	-3.8	-2.2	-1.8	-.6	0	-1.2	-.6	.4	.7	*
Average hourly earnings, private nonfarm economy[1]	8.2	7.9	8.9	9.2	9.2	9.2	8.0	6.8	6.3	5.4
Mining[2]	7.0	7.5	9.1	10.4	7.4	10.7	9.3	8.2	9.6	7.7
Contract construction	7.2	7.4	8.2	9.2	8.2	8.6	8.8	9.1	8.0	6.4
Manufacturing	8.0	9.0	10.3	10.7	10.8	9.9	8.0	7.9	6.8	5.9
Transportation and public utilities	9.6	7.7	9.0	9.5	9.8	9.9	8.3	7.6	6.3	5.7
Wholesale and retail trade	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7	5.3	4.3
Finance, insurance, and real estate[3]	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7	7.5	7.8
Services	9.5	9.2	9.5	9.7	9.4	9.9	9.3	8.4	8.1	7.6
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7	7.2	6.6
1977 dollars	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3	.6	*
Mining[2]	8.5	8.9	10.2	11.1	9.8	10.9	9.9	9.0	7.7	7.8
Contract construction	6.7	7.0	7.7	8.9	7.8	8.1	8.1	8.1	7.2	5.9
Manufacturing	9.6	10.6	10.9	10.7	10.1	9.3	8.8	8.6	7.9	7.3
Transportation and public utilities	9.9	8.1	9.3	9.7	10.2	10.0	8.5	8.1	6.9	6.3
Wholesale and retail trade	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8	5.6	4.6
Wholesale trade	9.0	8.7	8.7	8.6	8.4	8.9	8.5	7.6	6.9	5.8
Retail trade	7.7	8.5	8.8	8.6	8.5	7.8	6.4	4.8	4.9	4.0
Finance, insurance, and real estate	9.7	9.3	10.2	9.7	8.6	8.7	8.0	8.7	7.5	7.7
Services	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1	7.8	7.5
Wage rates, hired farm labor[2]	5.4	11.5	8.5	(3)	(3)	(3)	(3)	(3)		
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.0	6.2	8.0	8.9	9.6	9.3	7.2	5.0	5.1	4.4
1977 dollars	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-1.6	-1.4	-1.1

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

* Not available.
p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979	1980				1981				1982		
	IV	I	II	III	IV	I	II	III	IV	I	II	IIIp
Average hourly compensation:												
All persons, business sector	8.8	12.5	10.7	10.1	9.4	11.7	7.5	9.0	7.4	7.3	7.0	*
All employees, nonfarm business sector:												
Current dollars	9.0	11.8	10.4	10.4	9.7	11.8	6.9	9.2	7.5	7.7	5.9	*
1977 dollars	-4.6	-4.1	-2.5	2.4	-2.8	.4	-.1	-2.5	-.3	4.3	1.2	*
Average hourly earnings, private nonfarm economy[1]	7.3	8.3	8.3	7.9	11.2	9.6	8.0	8.0	6.1	5.1	5.8	4.4
Mining[2]	7.1	10.4	9.5	3.4	13.4	15.6	-1.8	16.8	7.7	11.3	3.0	8.9
Contract construction	5.7	5.0	10.8	8.0	8.9	9.0	7.1	9.5	9.5	10.3	2.7	3.2
Manufacturing	7.3	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9	5.7	4.0
Transportation and public utilities	8.3	7.5	8.3	6.9	13.3	9.5	9.8	7.0	7.0	6.7	4.7	4.4
Wholesale and retail trade	8.0	9.6	8.0	8.1	9.2	8.8	7.8	7.0	5.0	3.1	6.0	3.0
Finance, insurance, and real estate[2]	8.0	15.1	7.8	7.7	11.4	13.6	3.9	7.5	8.0	7.4	7.3	8.6
Services	9.4	8.7	10.8	8.0	10.6	9.6	9.3	10.0	8.3	6.0	8.2	8.0
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5	6.4	6.0
1977 dollars	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5	1.4	*
Mining[2]	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0	4.1	10.9
Contract construction	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1	2.3	3.7
Manufacturing	8.8	10.2	11.6	12.0	9.8	9.4	9.4	8.7	7.7	8.7	6.6	6.3
Transportation and public utilities	8.7	7.6	8.9	7.0	13.9	9.1	11.0	6.4	7.7	7.4	6.0	4.1
Wholesale and retail trade	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	4.4	6.4	4.0
Wholesale trade	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4	5.1	5.0
Retail trade	7.2	9.4	7.4	10.2	8.3	8.6	6.8	7.4	3.0	2.4	7.2	3.4
Finance, insurance, and real estate[2]	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0	9.5	9.7
Services	9.6	8.5	10.2	7.4	11.8	9.1	6.9	9.3	9.3	5.1	8.5	8.1
Wage rates, hired farm labor[2]	22.0	-13.6	-3.1	20.7	53.0	22.6	(3)	(3)	(3)	(3)		
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.1	6.6	5.1	7.1	13.3	10.4	7.6	6.0	5.0	1.6	7.8	3.2
1977 dollars	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4	3.4	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

* Not available.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981				1982								
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.p	Sept.p
Average hourly earnings, private nonfarm economy[1]	9.2	8.3	8.0	7.5	7.4	6.8	6.2	6.3	6.4	6.1	6.1	5.3	4.7
Mining[2]	10.4	9.5	9.5	8.9	9.0	7.8	7.9	9.7	10.1	9.0	8.1	8.2	7.4
Contract construction	8.5	8.6	8.9	8.7	10.8	8.3	8.2	8.1	8.5	7.3	6.8	6.3	5.9
Manufacturing	9.8	8.8	7.9	7.3	9.0	7.6	7.2	6.8	6.8	6.6	6.6	5.9	5.2
Transportation and public utilities	10.3	8.2	8.4	8.3	8.4	7.4	7.1	6.6	6.2	6.2	6.4	5.5	5.2
Wholesale and retail trade	8.4	7.5	6.9	7.0	6.5	5.5	5.2	5.3	5.3	5.2	4.9	4.7	3.3
Finance, insurance, and real estate[2]	8.8	8.6	8.3	7.6	7.4	6.4	6.3	6.9	8.3	7.0	7.8	10.8	8.0
Services	10.1	9.7	9.4	8.8	9.3	8.2	7.7	8.3	8.0	8.0	8.4	7.4	7.0
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	9.3	8.6	8.4	8.2	8.3	7.5	7.2	7.2	7.3	7.1	7.1	6.6	6.0
1977 dollars	-1.4	-1.4	-.9	-.4	.1	.1	.6	.8	.8	.2	.8	.6	*
Mining	10.9	10.1	10.2	9.6	9.8	8.8	8.2	7.5	7.6	8.3	8.3	7.7	7.4
Contract construction	8.0	8.1	8.3	8.0	9.7	7.5	7.2	7.3	7.7	6.7	6.4	6.0	5.5
Manufacturing	9.4	9.0	8.8	8.5	9.1	8.4	8.2	8.0	8.0	7.8	7.5	7.5	6.8
Transportation and public utilities	10.5	8.4	8.6	8.7	8.8	7.9	7.6	7.0	6.8	6.8	7.1	6.0	5.6
Wholesale and retail trade	8.6	7.4	6.9	7.1	6.2	5.8	5.4	5.5	5.8	5.5	5.3	4.8	3.8
Wholesale trade	8.8	9.0	8.3	8.1	8.4	7.7	6.8	6.8	7.1	6.6	6.4	5.6	5.4
Retail trade	8.4	6.5	6.2	6.6	5.0	4.8	4.7	4.8	5.1	4.9	4.8	4.4	2.8
Finance, insurance, and real estate	8.6	8.4	8.1	7.5	7.4	6.4	6.2	7.0	8.2	7.4	7.8	7.4	7.8
Services	9.6	9.5	9.2	8.9	8.8	8.1	7.5	7.9	7.8	7.6	8.2	7.4	7.0
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	8.2	7.7	7.4	6.6	3.8	6.2	5.0	4.8	5.2	5.2	4.9	4.1	4.2
1977 dollars	-2.2	-2.1	-1.8	-1.9	-4.1	-1.1	-1.4	-1.4	-1.2	-1.6	-1.3	-1.6	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981				1982								
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.p	Sept.p
Average hourly earnings, private nonfarm economy[1]	7.8	7.4	7.4	6.5	7.0	5.2	4.7	5.2	5.4	5.7	5.1	5.4	4.8
Mining[2]	8.9	11.4	15.2	9.9	11.4	10.1	6.9	8.0	5.3	8.0	4.9	5.0	7.9
Contract construction	8.1	9.5	9.6	9.3	13.4	8.2	8.2	6.8	7.3	5.2	.7	4.5	3.7
Manufacturing	8.6	6.7	6.6	5.3	8.9	6.3	5.7	7.0	6.9	8.0	4.3	5.6	4.6
Transportation and public utilities	8.2	7.2	7.0	6.7	8.6	6.0	6.0	6.0	5.5	5.7	4.2	5.0	4.4
Wholesale and retail trade	7.3	6.2	5.8	5.8	5.1	4.1	3.0	4.4	4.7	4.7	4.7	5.3	3.6
Finance, insurance, and real estate[2]	6.2	7.2	8.8	7.2	9.1	7.7	6.4	6.6	7.8	7.6	6.8	7.4	9.6
Services	9.8	9.8	9.4	8.3	9.2	6.6	5.6	6.8	6.7	7.6	7.6	8.2	8.5
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	8.7	8.1	8.0	7.6	8.6	6.4	3.7	6.3	6.6	6.6	5.7	6.7	6.2
1977 dollars	-1.3	-2.0	-1.4	-1.4	1.6	.5	2.6	3.7	3.0	1.7	(3)	.9	*
Mining[2]	10.7	7.7	10.6	8.3	9.8	8.9	5.8	6.9	4.5	8.3	6.7	8.5	9.1
Contract construction	7.3	8.5	9.1	8.9	12.1	7.7	7.0	6.1	6.3	4.6	1.0	4.2	4.0
Manufacturing	9.2	8.4	8.4	7.8	9.3	8.0	7.3	7.6	7.6	7.8	6.1	6.9	6.3
Transportation and public utilities	8.3	7.4	7.0	7.8	9.5	6.3	6.8	6.5	6.7	6.9	4.8	5.7	4.7
Wholesale and retail trade	8.3	6.4	6.0	6.0	5.5	4.1	2.6	4.7	5.6	5.0	5.0	5.5	4.9
Wholesale trade	7.8	8.7	7.8	7.5	8.5	3.7	5.6	5.0	6.4	5.8	4.3	5.6	5.2
Retail trade	8.6	5.1	5.1	5.2	3.9	3.2	.9	4.5	5.1	4.6	5.4	5.5	4.8
Finance, insurance, and real estate	7.5	8.9	8.6	7.4	7.9	4.6	4.9	5.1	7.7	7.4	7.8	10.3	10.7
Services	9.1	9.6	9.4	8.8	8.0	6.6	6.0	6.2	6.2	6.7	7.5	8.3	7.9
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	5.9	5.6	5.6	5.2	1.6	4.1	4.1	4.0	4.8	5.1	8.2	4.2	4.2
1977 dollars	-3.8	-4.3	-3.6	-3.5	-4.9	-1.7	1.0	1.5	1.3	.3	2.5	-1.5	*

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Less than 0.05 percent.

p = preliminary.
* Not available.

Table 9. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits), civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Civilian nonfarm workers[1]	100.0	106.3	107.5	-	1.7	1.1	-	-	7.5
Workers, by occupational group									
White-collar workers	100.0	106.5	107.7	-	1.5	1.1	-	-	7.7
Blue-collar workers	100.0	105.7	107.1	-	1.5	1.3	-	-	7.1
Service workers	100.0	107.2	108.3	-	2.9	1.0	-	-	8.3
Workers, by industry division									
Manufacturing	100.0	106.0	107.2	-	1.9	1.1	-	-	7.2
Nonmanufacturing	100.0	106.4	107.7	-	1.5	1.2	-	-	7.7
Services	100.0	108.2	109.2	-	1.0	.9	-	-	9.2
Public administration[2]	100.0	108.1	109.1	-	2.0	.9	-	-	9.1
Private nonfarm workers[3]	100.0	105.8	107.2	1.9	1.7	1.3	10.3	7.8	7.2
Workers, by occupational group									
White-collar workers	100.0	105.8	107.2	1.8	1.7	1.3	10.2	7.6	7.2
Blue-collar workers	100.0	105.6	107.0	2.3	1.5	1.3	10.5	8.0	7.0
Service workers	100.0	106.7	107.9	.7	3.5	1.1	10.1	7.5	7.9
Workers, by industry division									
Manufacturing	100.0	106.0	107.2	2.0	1.9	1.1	10.5	8.2	7.2
Nonmanufacturing	100.0	105.7	107.1	1.8	1.7	1.3	10.2	7.6	7.1
State and local government workers	100.0	108.8	109.3	-	1.3	.5	-	-	9.3
Workers, by occupational group									
White-collar workers	100.0	109.1	109.5	-	1.2	.4	-	-	9.5
Blue-collar workers	100.0	108.2	108.9	-	2.2	.6	-	-	6.9
Workers, by industry division									
Services	100.0	109.0	109.4	-	1.0	.4	-	-	9.4
Schools	100.0	108.9	109.1	-	.9	.2	-	-	9.1
Elementary and secondary	100.0	109.3	109.5	-	.9	.2	-	-	9.5
Hospitals and other services[4]	100.0	109.5	110.3	-	1.6	.7	-	-	10.3
Public administration[2]	100.0	108.1	109.1	-	2.0	.9	-	-	9.1

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

- Data not available.

Table 10. Employment Cost Index for wage and salaries, civilian nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Civilian nonfarm workers[1]	100.0	106.3	107.3	–	1.8	0.9	–	–	7.3
Workers, by occupational group									
White-collar workers	100.0	106.7	107.6	–	1.9	.8	–	–	7.6
Blue-collar workers	100.0	105.5	106.7	–	1.4	1.1	–	–	6.7
Service workers	100.0	106.8	107.9	–	3.1	1.0	–	–	7.9
Workers, by industry division									
Manufacturing	100.0	105.9	107.0	–	1.8	1.0	–	–	7.0
Nonmanufacturing	100.0	106.5	107.5	–	1.9	.9	–	–	7.5
Services	100.0	108.6	109.5	–	1.9	.8	–	–	9.5
Public administration[2]	100.0	107.5	108.4	–	1.9	.8	–	–	8.4
Private nonfarm workers[3]	100.0	105.9	107.1	2.0	2.0	1.1	9.3	8.1	7.1
Workers, by occupational group									
White-collar workers	100.0	106.2	107.3	1.9	2.2	1.0	9.4	8.3	7.3
Blue-collar workers	100.0	105.4	106.6	2.4	1.4	1.1	9.2	7.9	6.6
Service workers	100.0	106.7	107.9	.8	3.9	1.1	8.9	7.6	7.9
Workers, by industry division									
Manufacturing	100.0	105.9	107.0	2.2	1.8	1.0	9.0	8.2	7.0
Nonmanufacturing	100.0	105.9	107.1	2.0	2.0	1.1	9.5	8.0	7.1
State and local government workers	100.0	108.2	108.7	–	1.1	.5	–	–	8.7
Workers, by occupational group									
White-collar workers	100.0	108.5	108.9	–	.9	.4	–	–	8.9
Blue-collar workers	100.0	107.5	107.9	–	1.9	.4	–	–	7.9
Workers, by industry division									
Services	100.0	108.4	108.8	–	.7	.4	–	–	8.8
Schools	100.0	108.3	108.5	–	.6	.2	–	–	8.5
Elementary and secondary	100.0	108.7	108.8	–	.7	.1	–	–	8.8
Hospitals and other services[4]	100.0	108.8	109.5	–	1.4	.6	–	–	9.5
Public administration[2]	100.0	107.5	108.4	–	1.9	.8	–	–	8.4

[1] Excludes private household and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes private household workers.

[4] Includes, for example, library, social and health services.

- Data not available.

Table 11. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Private nonfarm workers[1]	100.0	105.9	107.1	2.0	2.0	1.1	9.3	8.1	7.1
Workers, by occupational group									
White-collar workers	100.0	106.2	107.3	1.9	2.2	1.0	9.4	8.3	7.3
Professional and technical workers	100.0	108.0	109.4	1.8	2.4	1.3	10.1	10.0	9.4
Managers and administrators	100.0	105.8	107.2	1.4	2.9	1.3	8.7	7.3	7.2
Sales workers	100.0	102.2	101.8	3.9	.3	-.4	10.2	6.2	1.8
Clerical workers	100.0	107.0	108.3	1.4	2.7	1.2	8.8	8.5	8.3
Blue-collar workers	100.0	105.4	106.6	2.4	1.4	1.1	9.2	7.9	6.6
Craft and kindred workers	100.0	106.2	107.6	2.2	1.8	1.3	9.4	8.6	7.6
Operatives, except transport	100.0	105.4	106.6	2.3	1.2	1.1	9.3	7.8	6.6
Transport equipment operatives	100.0	103.2	104.1	3.3	.5	.9	8.4	6.6	4.1
Nonfarm laborers	100.0	104.1	105.1	2.5	.8	1.0	9.0	6.8	5.1
Service workers	100.0	106.7	107.9	.8	3.9	1.1	8.9	7.8	7.9
Workers, by industry division									
Manufacturing	100.0	105.9	107.0	2.2	1.8	1.0	9.0	8.2	7.0
Durables	100.0	106.3	107.4	2.1	1.7	1.0	9.6	8.6	7.4
Nondurables	100.0	105.3	106.3	2.2	2.1	.9	7.9	7.7	6.3
Nonmanufacturing	100.0	105.9	107.1	2.0	2.0	1.1	9.5	8.0	7.1
Construction	100.0	105.9	107.3	2.4	1.5	1.3	8.9	8.5	7.3
Transportation and public utilities	100.0	105.7	106.9	2.3	2.0	1.1	10.9	8.2	6.9
Wholesale and retail trade	100.0	103.9	105.8	1.9	1.8	1.8	8.5	5.8	5.8
Wholesale trade	100.0	106.3	108.9	1.5	2.8	2.4	8.5	7.9	8.9
Retail trade	100.0	103.0	104.5	2.0	1.1	1.5	8.5	5.0	4.5
Finance, insurance, and real estate	100.0	103.7	102.4	4.5	1.4	-1.3	11.6	8.4	2.4
Services	100.0	108.8	110.0	.4	2.8	1.1	8.6	9.2	10.0

[1] Excludes private household workers.

Table 12. Employment Cost Index for compensation (wages, salaries, and employer costs for employee benefits) private nonfarm workers,[1] by bargaining status, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Workers, by bargaining status									
Union	100.0	106.5	108.4	2.4	1.6	1.8	11.5	9.1	8.4
Manufacturing	100.0	106.3	108.0	–	1.6	1.6	–	–	8.0
Nonmanufacturing	100.0	106.8	108.7	–	1.7	1.8	–	–	8.7
Nonunion	100.0	105.3	106.5	1.7	1.7	1.1	9.8	7.0	6.5
Manufacturing	100.0	105.7	106.6	–	2.1	.9	–	–	6.6
Nonmanufacturing	100.0	105.2	106.4	–	1.6	1.1	–	–	6.4
Workers, by area size									
Metropolitan areas	100.0	105.7	107.2	1.9	1.5	1.4	10.3	7.7	7.2
Other areas	100.0	106.2	107.0	2.0	2.9	.5	10.7	8.3	7.0

[1] Excludes private household workers.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 13. Employment Cost Index for wages and salaries, private nonfarm workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982	June 1981	March 1982	June 1982
Workers, by bargaining status									
Union	100.0	106.5	108.1	2.6	1.4	1.5	10.1	9.3	8.1
Manufacturing	100.0	105.9	107.3	2.3	1.1	1.3	9.6	8.4	7.3
Nonmanufacturing	100.0	107.0	108.8	3.0	1.7	1.7	10.6	10.2	8.0
Nonunion	100.0	105.6	106.5	1.8	2.3	.9	9.0	7.5	6.5
Manufacturing	100.0	105.9	106.7	2.1	2.5	.8	8.4	8.2	6.7
Nonmanufacturing	100.0	105.5	106.4	1.7	2.2	.9	9.2	7.3	6.4
Workers, by region									
Northeast	100.0	106.1	106.7	1.7	1.6	.6	8.1	7.9	6.7
South	100.0	105.7	107.4	2.0	2.8	1.6	9.4	7.9	7.4
North Central	100.0	104.7	106.1	1.9	1.4	1.3	9.2	6.7	6.1
West	100.0	107.9	108.8	2.1	2.7	.6	10.7	10.2	8.6
Workers, by area size									
Metropolitan areas	100.0	105.9	107.1	2.1	1.8	1.1	9.4	8.2	7.1
Other areas	100.0	106.0	106.8	1.7	2.8	.8	9.2	7.0	6.8

[1] Excludes private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending													
	1979				1980				1981				1982	
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]														
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0	3.5
Over life of contract[3]	5.7	6.7	6.6	5.8	6.7	6.5	7.0	7.1	7.1	7.8	8.4	8.3	6.2	2.9
Wage-rate adjustments in-														
All industries														
First year	7.0	7.9	7.6	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.4	5.1
Contracts with COLA clauses[4]	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.4	2.7
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.6	11.5	9.1
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.9	7.1	7.0	7.6	8.0	7.9	6.7	4.1
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	3.0	1.9
Contracts without COLA clauses	7.0	7.8	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.5	7.9
Manufacturing														
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.8	7.4	7.0	7.3	7.4	7.2	5.6	2.8
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	3.1	1.6
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.6	9.4	8.2
Over life of contracts[3]	6.8	7.7	5.8	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.9	2.5
Contracts with COLA clauses	5.6	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.8	2.9	1.5
Contracts without COLA clauses	7.6	8.1	8.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.1	7.0
Nonmanufacturing														
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.8	11.2	11.4	11.2	9.4	7.1
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1	4.5
Contracts without COLA clauses	7.5	8.4	8.8	8.6	9.0	10.7	11.7	r12.2	11.9	12.7	12.3	12.1	12.0	9.4
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	6.4	8.2	8.3	8.3	8.6	9.4	8.8	7.4	5.5
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.8	3.1	2.4
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	9.8	8.2
Construction														
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.2	10.1
Contracts with COLA clauses	5.2	9.1	8.7	8.7	r8.7	r13.5	13.9	13.9	13.9	12.0	8.6	6.6	8.6	7.8
Contracts without COLA clauses	6.9	8.3	8.9	8.8	8.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.6	10.1
Over life of contract[3]	6.4	8.0	8.3	8.3	8.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.2	8.8
Contracts with COLA clauses	4.6	7.3	4.8	4.8	4.8	6.9	8.8	8.8	8.8	9.2	8.4	8.4	8.4	4.9
Contracts without COLA clauses	6.5	8.0	8.3	8.4	8.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.4	8.8

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost-of-Living Adjustment clause.

r = revised.

NOTE: Some of the previously published data for 1979 through 1981 are revised as a result of change in estimation procedures that improve rounding precision.

Table 15. Average percent changes in wages and compensation provided by major collective bargaining settlements[1] by year and by quarter

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982	
							IV	I	II	III	IV	I	II	III	IV	I	II
Compensation adjustments:[2]																	
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.5	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.9	2.1
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	8.3	6.0	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.2	1.6
Wage adjustments in—																	
All industries:																	
First year	8.4	7.8	7.6	7.4	9.5	9.8	6.3	8.2	9.1	r10.4	8.3	7.1	11.8	10.8	9.0	3.0	2.9
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.5	6.2	r5.3	r6.5	r6.7	r9.4	r7.2	r7.6	r7.7	r4.9	r9.0	1.1	1.6
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	r8.7	r10.8	r11.2	r12.3	r11.5	r6.9	r12.8	r11.8	r9.1	r8.3	r6.3
Over life of contract[3]	6.4	5.6	6.4	6.0	7.1	7.9	r5.2	6.5	7.3	r7.3	6.5	6.2	9.7	8.7	5.7	2.8	2.7
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	r4.2	r4.7	r4.4	r5.4	r5.3	r6.1	r6.7	r4.6	r4.6	1.0	1.4
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	r7.5	r9.2	r10.0	r11.0	r9.8	r6.3	r10.5	r9.3	r8.1	7.7	6.2
Manufacturing:																	
First year	8.9	8.4	8.3	6.9	7.4	7.2	5.6	7.2	r6.8	r7.8	7.8	6.4	6.2	9.0	6.6	2.5	1.3
Contracts with COLA clauses	8.6	8.1	8.0	5.6	r6.5	6.2	5.1	5.5	5.7	8.0	7.5	7.1	6.6	r5.9	4.5	1.3	1.2
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	9.5	11.1	10.2	7.0	9.9	6.3	9.8	10.5	6.9	7.6	r3.4
Over life of contract[3]	6.0	5.5	6.8	5.4	5.4	6.1	4.2	5.7	5.1	r5.2	5.8	5.5	6.7	7.5	5.4	2.7	1.2
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	3.7	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.7	1.1
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	7.8	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	r7.1	2.6
Nonmanufacturing:																	
First year	7.7	7.4	7.4	8.0	10.9	11.2	7.7	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	3.4	6.2
Contracts with COLA clauses	8.1	7.9	6.5	7.0	9.7	8.9	6.3	8.7	11.6	9.8	5.8	8.2	8.5	3.0	9.8	.8	4.5
Contracts without COLA clauses	7.4	7.0	7.9	8.8	12.2	13.5	8.4	10.5	11.5	13.3	12.3	8.6	13.1	12.2	9.2	8.6	6.8
Over life of contract[3]	6.8	6.0	6.4	6.8	8.2	8.8	r7.3	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.9	5.9
Contracts with COLA clauses	6.6	5.5	5.3	5.5	5.7	5.8	7.1	6.5	6.8	5.6	4.3	7.1	7.9	4.3	4.7	.4	3.4
Contracts without COLA clauses	7.0	6.6	6.9	8.0	10.8	9.9	7.3	9.0	10.3	11.8	10.6	8.0	10.7	9.5	8.5	7.9	6.8
Construction:																	
First year	6.1	6.3	6.5	8.8	13.6	13.5	r7.5	10.8	12.2	15.4	14.3	11.4	12.9	16.4	r11.3	9.1	5.8
Contracts with COLA clauses	7.3	8.2	–	8.7	13.9	8.8	–	–	13.8	13.9	–	16.5	8.6	8.5	–	–	–
Contracts without COLA clauses	6.1	6.0	–	8.8	13.6	13.9	7.5	10.8	12.1	15.9	14.3	11.2	13.5	16.5	11.3	–	–
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	7.6	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9	6.0
Contracts with COLA clauses	6.0	7.3	–	4.8	8.8	8.4	–	–	7.2	9.6	–	8.7	8.4	8.7	–	–	–
Contracts without COLA clauses	6.2	6.1	–	8.4	12.0	11.6	7.6	9.1	10.8	14.1	12.0	10.4	11.5	12.4	11.7	–	–

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

p = preliminary.

r = revised.

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Table 16. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1979	1980				1981				1982	
							IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	1.0	1.9
Adjustments resulting from —																	
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.2	.3
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.4	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.6	1.3
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.7	.8	.7	.6	.7	.7	1.2	.6	.3	.2
Total in—																	
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.9	.9
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.0	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0	2.6
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.3	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.2	1.7
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7	4.8
Transportation and public utilities	7.8	5.5	8.2	11.2	10.8	8.6	1.4	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.9	1.4
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.3	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.6	1.4
Services	5.7	6.7	8.8	7.0	8.1	9.6	2.1	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.6	2.3

[1] Data relate to private nonfarm industry agreements covering 1,000 or more production and related workers in manufacturing and 1,000 or more nonsupervisory workers in nonmanufacturing industries.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

p = preliminary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 81	9.8	9.8	10.7	9.5	8.6
Northeast	October 81	9.6	9.7	9.9	9.1	8.6
Albany-Schenectady-Troy	September 81	8.8	10.7	7.4	7.8	8.6
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	August 82	7.2	7.2	7.8	8.1	4.4
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 82	9.2	7.4	9.6	8.9	8.9
Northeast Pennsylvania	August 82	7.8	11.0	5.5	6.6	4.6
Paterson-Clifton-Passiac	April 82	9.1	9.4	9.2	9.6	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	-	9.4	8.5
Poughkeepsie	May 82	-	-	-	10.0	-
Poughkeepsie-Kingston-Newburgh	May 82	9.5	-	9.1	8.3	9.5
Providence-Warwick-Pawtucket	June 82	9.0	9.2	9.2	8.3	6.6
Trenton	September 81	9.2	10.9	9.6	7.9	8.8
Worcester	April 82	8.6	9.1	6.9	10.2	8.2
York	February 82	9.2	10.0	8.3	10.4	8.8
South	October 81	10.2	10.7	11.7	9.9	8.4
Atlanta	May 82	8.7	8.8	8.4	7.5	5.0
Baltimore	August 82	8.3	6.9	8.5	7.1	5.2
Chattanooga	September 82	8.6	8.5	9.1	7.3	6.3
Corpus Christi	July 81	12.2	-	-	10.9	6.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	-	-	-	-	-
Gainesville	September 81	-	-	-	-	-
Greensboro-Winston-Salem-High Point	August 82	7.3	8.6	6.4	6.9	6.0
Greenville-Spartanburg	June 82	10.9	12.4	11.8	10.4	5.2
Houston	May 82	9.9	11.1	9.8	9.3	3.8
Huntsville	February 82	7.0	-	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	-	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	-	8.1	10.2
New Orleans	October 81	9.8	10.4	-	10.0	7.5
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	-	8.3	8.1
Oklahoma City	August 82	9.7	10.2	-	7.6	7.8
Richmond	June 82	8.6	9.5	13.3	7.7	4.9
San Antonio	May 82	8.4	9.6	-	-	4.1
Washington	March 82	8.7	9.5	-	7.6	4.1
North Central	October 81	9.2	8.9	10.5	9.4	8.4
Chicago	March 81	8.9	9.1	11.2	7.6	6.8
Cincinnati	July 82	9.5	8.4	9.4	7.7	6.5
Cleveland	September 81	9.8	8.8	9.0	9.3	9.5
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 82	10.2	9.8	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	6.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 82	-	-	-	8.5	5.8
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 82	9.3	9.7	9.6	8.1	6.1
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	6.2
South Bend	August 82	7.2	7.1	7.1	6.6	5.6
Toledo	June 82	7.2	6.4	8.2	5.6	5.2
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	October 81	10.5	11.1	11.7	9.7	9.1
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 82	6.2	–	–	8.7	–
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 82	–	–	–	7.2	5.0
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 82	8.1	7.7	–	7.2	6.5
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.6
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981			1982								
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.
Major bargaining settlements			x				x		x		x	
State and local government settlements		x				x						x
Employment Cost Index quarterly article	x			x			x			x		x
Employment Cost Index historical table								x				
Other articles						x[1]						
Index to wage and benefit changes in preceding year					x							

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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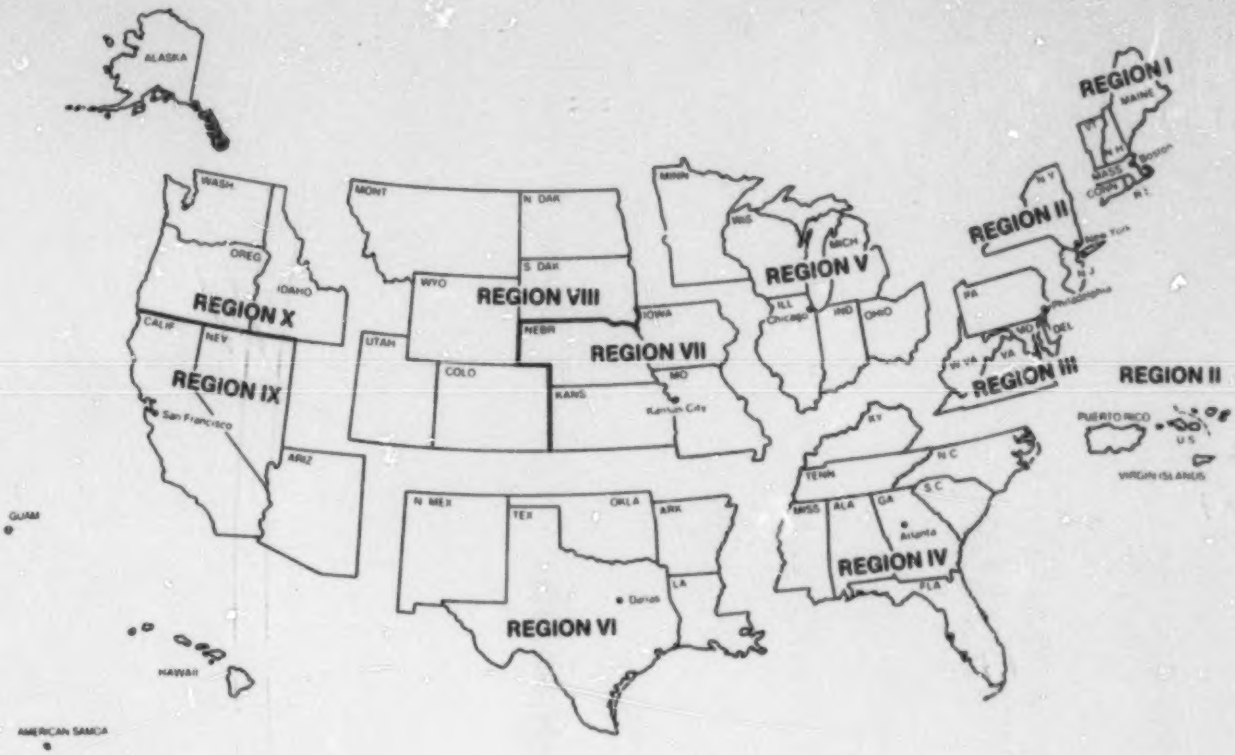

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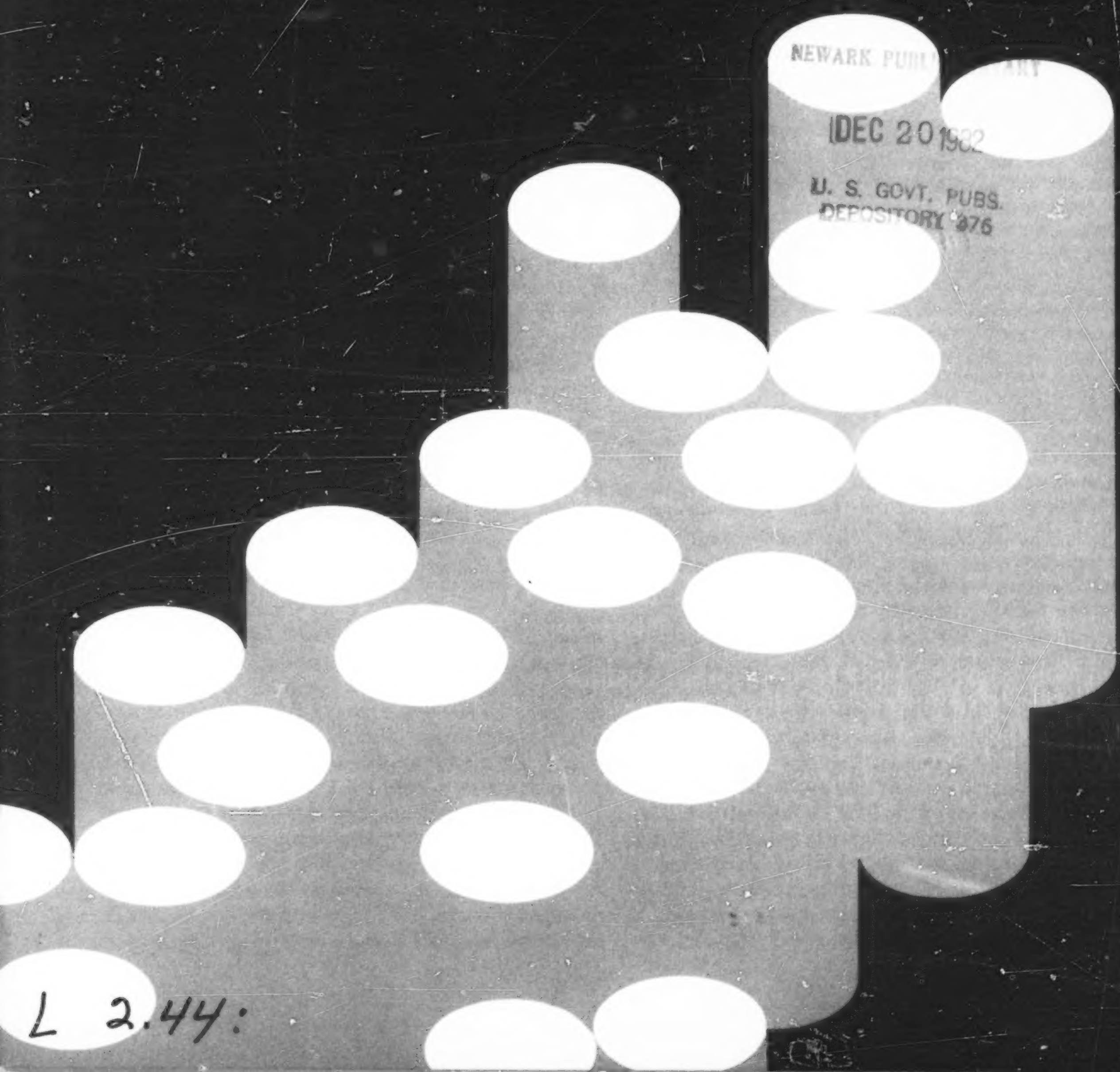

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Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $23 domestic; $28.75 foreign. Single copy $4.50 domestic; $5.65 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Controlled circulation rate paid at Laurel, Md.

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ISSN 0192-8163

Current Wage Developments

November 1982, Volume 34 Number 11

Editors: George Ruben, Olivia G. Amiss

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Wage Highlights

Teacher settlements. The start of the new school year was accompanied by a number of settlements for public school teachers and related employees. In Detroit, 11,000 teachers, represented by the American Federation of Teachers, were covered by a 1-year contract that did not provide for a salary increase. The settlement was preceded by a 3-week strike.

In Philadelphia, 20,000 teachers, represented by the American Federation of Teachers, were covered by a 3-year agreement that called for 6-percent salary increases effective in September 1982 and March of 1984 and 1985. The school board also agreed to finance 80 percent of health and welfare benefits, up from 60 percent, and to pay the teachers for time lost during their 1981 strike: the teachers receive 10 days of pay immediately and they will receive 9 days of pay at retirement.

In Chicago, 30,000 members of the American Federation of Teachers agreed to a 1-year contract that did not provide for any salary or benefit improvements. The school board did agree to continue paying the full cost of pensions; prior to the 1981 settlement, the teachers had contributed 7 percent of their salary. The teachers gave up 1 day of pay to help minimize the cost of the 1982 settlement.

In Jefferson County, Ky., 5,200 members of the National Education Association were covered by a 2-year agreement that provided for a 5.3-percent salary increase effective July 1, 1982 and a 4.7-percent increase effective July 1, 1983. The accord also called for a 0.5 percent (of salary) increase in the systems financing of benefits and increment increases of $500 for teachers with 20 years of service and $1,000 for those with 25 years of service.

In Seattle, 2,500 members of the National Education Association were covered by a 1-year accord that did not provide for any salary or benefit improvements.

In Newark, N.J., 5,500 teachers represented by the American Federation of Teachers were covered by a 3-year contract that provided for a 6-percent salary increase retroactive to July 1 and for 8-percent increase on July 1 of 1983 and 1984. Teachers with 20 years of service receive $684 a year longevity pay, increasing to $739 on July 1, 1983, and $798 on July 1, 1984.

In Florida, 6,400 members of the independent Hillsborough (County) Classroom Teachers Association were covered by a 1-year contract that provided for an 8.5-percent salary increase. Other terms included complete financing of health benefits by the school board, as long as premiums do not increase more than 30 percent (teachers previously paid part of the premium), full payment for unused sick leave at retirement (was 75 percent); and up to 7 years' credit for full-time teaching outside the country (was 5 years).

New York City settlements. Bargaining between the City of New York and its employees was essentially completed in mid-October when 35,000 uniformed employees agreed on 2-year contracts. In September, the city had settled with a coalition of 40 unions representing 180,000 nonuniformed employees. In the wake of these developments, the only employees still bargaining with the city were 7,300 sanitation workers and small groups of uniformed supervisory police officers.

In announcing the settlement for the uniformed police patrol officers, firefighters, and correction officers, Major Edward Koch acknowledged that it was more liberal than the accord for the nonuniformed employees. He said this was proper because the uniformed employees "perform the most dangerous work of all our city employees." The uniformed employees contracts called for an 8-percent pay increase retroactive to the July 1 termination data of the prior contracts and for another 8 percent increase on July 1, 1983. In addition, current employees who were on the payroll during the city's 1975-76 fiscal crisis will receive a $988 payment to repay wages that were lost when all of the city's unions agreed to a 1-year suspension of part or all of a 6-percent wage increase that had gone into effect on July 1, 1975. Payment of the $988 was to be spread over a period of years. Other contract terms included improvements in health insurance benefits and a $200 increase in longevity pay. Prior to the settlement, the top base pay for emnployees in all three groups had been $23,519 after 3 years of service.

The unions involved in the uniformed employees bargaining were the Patrolmen's Benevolent Association, the Uniformed Firefighters Association, the Correction Officers Benevolent Association, the Uniformed Fire Officers Association, and the Housing Patrolmen's Benevolent Association.

The September accord for the 180,000 nonuniformed workers was for a 2-year term generally beginning

July 1, 1982. However, the initial wage increase of 8 percent was delayed 2 months, to September 1 for most of the employees. The agreement also provided for increased city financing of health insurance and other benefits.

Earlier in the year, in April, 35,000 New York City bus and subway workers were affected by a 3-year arbitration award that ended a bargaining impasse between the Transport Workers and Amalgamated Transit Workers unions and the Metropolitan Transit Authority. The award provided for a 7-percent pay increase retroactive to the April 1, 1982 termination date of the prior contracts, and for increases of 6 percent on April 1, 1983, 4 percent on April 1, 1984, and 3 percent on July 1, 1984. The award also terminated the automatic cost-of-living pay adjustment provision; added an 11th paid holiday; and increased the authority's financing of health and welfare benefits. The transit authority is a State agency.

Cotton garment workers settle. About 70,000 workers in various locations were covered by a settlement between cotton garment manufacturers and the Clothing and Textile Workers. The accord, which was effective September 1, deferred the initial wage increase of 25 cents an hour to January 1, 1983. The workers, who make shirts, pajamas, pants, and other garments, will also receive 30 cents increases on January 1 1984 and 1985. In addition, there is a provision for automatic cost-of-living adjustments in January of 1984 and 1985, each equal to the percentage rise in the BLS-CPI-W in excess of 5 percent during the preceding year. Each adjustment is limited to 10 cents an hour. There also were improvements in benefits, including a 3-step increase in sickness and accident benefits to $105 a week, from $76.

Rubber plant negotiates "nonpattern" terms. General Tire and Rubber Co. and the United Rubber Workers negotiated a 3-year contract for 1,200 workers in Waco, Tex., that provided for major deviations from the "pattern" settlements the unions had negotiated with other major tire companies. (See *Monthly Labor Review,* July 1982, p. 53.) M.G. O'Neil, president and chairman of General Tire, said the new contract has "important implications for the whole of industry, not just the tire industry."

One of the changes from the pattern terms provides for skilled workers to receive larger quarterly cost-of-living pay adjustments than unskilled workers. O'Neil said this was necessary to counter a "compression" of pay rates between skilled and unskilled employees that had reduced workers incentive to stay in or move up to top-rated jobs, such as tire builder. The cost-of-living formula at the other companies provides for quarterly adjustments of 1 cent an hour for each 0.26-point movement in the CPI-W. The same formula applies at General Tire, except that only about 60 percent of the resulting total amount of money will be distributed in the form of equal cents per hour adjustments to all workers, with the balance to be distributed as special adjustments to skilled workers. In another change, the parties also established a profit-sharing plan that could increase the amount of money available for distribution under the cost-of-living pay adjustment formula.

In another move to relieve the pay compression, the parties reduced the pay rates for unskilled workers hired after the effective date of the contract. The spread also was increased by providing immediate pay increases to skilled workers. As an example, the company said the maximum rate for new janitors will be $8.63, compared with the $10.50-rate that still applies to janitors already on the payroll. It also reported a new rate of $12.31 an hour for truck tire builders, up from $11.38.

In the benefits area, the health insurance plan now requires employees to pay 10 percent of hospital room and board costs, up to a maximum of $400 for any one confinement. O'Neil said this would induce employees "to avoid going to the hospital or to shorten the stay."

The accord also revised the portion of the pension formula based on past service to $15 a month for each of the first 15 years' service, $16.50 for each of the next 15 years, and $17 a month for each year in excess of 30. All service accrued after the effective date of the agreement also will be calculated at the $17 rate. The earlier pattern settlements raised the benefit rate to $16.50 a month for each year of past or future service, from the $15 that prevailed at all of the companies, including General Tire.

After the Waco settlement, similar were terms also accepted by workers at the company's Mayfield, Ky., plant. The 1,200 workers also are represented by the Rubber Workers.

Earlier in 1982, General Tire had closed a plant in Akron, Ohio (See *Monthly Labor Review,* June 1982, p. 65.) During the Waco negotiations, the company had indicated that the plant also might be closed if the workers did not accept a moderate settlement.

Southern textile pay increase. Several major textile mills in the South announced wage increases for their employees. The size of the increases was not divulged, except at Guilford Mills, which granted a 6-percent hike to 1,500 employees, effective October 4.

The increases, which were generally limited to hourly employees, were usually effective in October or November, which was a change from the June or July effective dates of increases in recent years. Company officials attributed this delay to poor economic conditions in the industry.

At Cannon Mills Corp., wage increases for 20,000 employees were accompanied by improvements in insurance benefits and the addition of a paid holiday.

Other companies granting increases were Burlington Industries, Inc. (38,000 employees affected), Cone Mills, Inc., West Point Pepperell (15,000), and Collins and Aikman.

Meanwhile, the Clothing and Textile Workers Union was bargaining on wages and benefits with Fieldcrest Mills, Inc. for approximately 7,000 workers. The union also was bargaining for smaller numbers of workers it represents at some operations of Cone Mills, Burlington, West Point Pepperell, and M. Lowenstein.

Wage concession agreements at three companies. Workers at 10 Rockwell International Corp. plants agreed to a concession agreement that supersedes a contract scheduled to expire in February 1983. About 5,200 workers at 10 heavy-vehicle parts plants were covered by the new contract, which runs to July 19, 1985. Reported terms included no specified wage increases, an 18-month deferral of each of the next three usual quarterly cost-of-living pay adjustments, and a 25-percent reduction in the size of all subsequent adjustments. In return, the company agreed to advance money to the weakened Supplemental Unemployment Benefits fund and to increase its basic financing rate. The company also increased certain other benefits for workers affected by layoffs and plant closings. About half of the 5,200 members of the Auto Workers union affected by the settlement are on layoff. The plants are located in Michigan, Illinois, Indiana, Ohio, and Kentucky.

In Tecumseh, Mich., workers at Tecumseh Products Co.'s plant voted to freeze their cost-of-living pay allowance for 1 year. This precluded payment of a 20-cents-an-hour increase in the allowance that had been scheduled for the beginning of October.

Raymond R. Jackson, president of the independent United Products Workers Union, said the move was initiated by the union. He noted that the plant was currently shut down for 3½ weeks because of a lack of orders for the automotive air conditioning compressors it produces. He said current employment was 560 workers, compared with highs of 1,400 in recent years and 3,400 in 1968.

Workers at Hayes-Albion's Malleable Iron Division approved a second round of wage concessions in an effort to avert a shutdown of the 93-year-old plant, located in Albion, Mich. In addition to a $1.16 cut in their $10.38 an hour average pay, the 470 employees, who are represented by the Auto Workers, agreed to a freeze on cost-of-living pay adjustments and a reduction in paid holidays, insurance, and other benefits.

Despite the 3-year concession agreement, the company did not guarantee that the foundry would remain open, noting that it was operating at only 30 percent of capacity and had suffered losses in each of the last 3 years. The company also indicated that it had been forced to close two other plants and workers at plants in Tiffin and Bryan, Ohio, also had agreed to concessions. The previous wage concessions at the Albion plant were negotiated in 1981.

In a related development, the Albion city council moved to aid the company by granting it 3 months of free water and sewer service valued at about $31,000. The city government also was proceeding with efforts to persuade local businesses to ease the impact of the cuts at the plant by holding down or reducing their prices.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Kellogg Co. National Grain Millers—2,175	19 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
John Morrell & Co. Various locations Food and Commerical Workers—3,000	See next column 9/82	3-year agreement negotiated 9/82 provided: terms patterned after the Armour & Co. settlement (see Wage Highlights of January 1982 issue for settlement details); in addition, rollback of 58 cents an hour cost-of-living adjustments added to wages since January 1982; company agreed to rescind a notice to close the Sioux Falls beef and lamb departments; settlement preceded by 12-day strike; see CWD July 1981.
Amalgamated Sugar Co. National Grain Millers—1,800	6.5 percent 7/29/82	Increase negotiated under wage reopening provision of a contract scheduled to expire 7/31/84; see CWD Feb. 1982.
Hershey Foods Corp. Hershey, Pa. Bakery, Confectionery and Tobacco Workers—2,850	4 percent 11/1/82	Deferred increase negotiated 11/80 (CWD Jan. 1981); previously received 16 cents automatic quarterly cost-of-living adjustment on 10/4/82; see CWD Sept. 1982.
Tropicana Products, Inc. Bradenton, Fla. Teamsters (Ind.)—1,800	8.3 percent 11/82	Deferred increase negotiated 11/80 (CWD Feb. 1981); see CWD Nov. 1981.
Kellogg Co. Battle Creek, Mich. Grain Millers—2,500	19 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
General Foods Corp. Battle Creek, Mich. Retail, Wholesale and Department Store—1,450	6 percent 11/82	Deferred increase negotiated in 1981 (CWD May 1981); see CWD Nov. 1981.
Michigan Sugar Co. Carrollton, Caro, Sebewaing, and Croswell, Mich. Grain Millers—1,200	20 cents 8/1/82	1-year agreement negotiated 8/82 provided: $16 (was $15) month pension per year of credited service; see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
American Crystal Sugar Co. Minn., Iowa, N. Dak., and Colo. Grain Millers—2,400	2 percent 7/1/82	2-year agreement negotiated 7/1/82 also provided: 4 percent 8/1/83; improved dental plan; see CWD Nov. 1981.
Frozen Food Employers Assn. Northern California Teamsters (Ind.)—4,000	30 cents 7/1/82	3-year agreement negotiated 7/82 also provided: 30 cents 7/1/83 and 7/1/84; additional $1,000 life insurance; upgraded dental schedule; see CWD July 1981.
Dairy Employers Labor Council Washington Teamsters (Ind.)—1,500	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
TOBACCO MANUFACTURES		
Phillip Morris, U.S.A. Richmond, Va. and Louisville, Ky. Bakery, Confectionery, and Tobacco Workers—8,500	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
American Tobacco Co. Richmond, Va., Durham and Reidsville, N.C. Bakery, Confectionery, and Tobacco Workers—3,200	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Brown and Williamson Tobacco Corp. Petersburg, Va. and Winston-Salem, N.C. Bakery, Confectionery, and Tobacco Workers—2,150	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Lorillard, Div. of Lowes Theatres, Inc. Greensboro, N.C. Bakery, Confectionery, and Tobacco Workers—2,200	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Lorillard, Div. of Lowes Theatres, Inc. Louisville, Ky. Bakery, Confectionery, and Tobacco Workers—1,250	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Brown and Williamson Tobacco Corp. Louisville, Ky. Bakery, Confectionery, and Tobacco Workers—2,200	20 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS		
Shirts, pajamas, pants and other cotton garment mfrs. National Clothing and Textile Workers—25,000	See next column	3-year agreement negotiated 9/82 also provided: 25 cents and hour on 1/1/83, 30 cents on 1/1/84 and 1/1/85; cost-of-living clause continued providing annual adjustments in 1/84 and 1/85 of 1 percent for each percent rise in the consumer price index after the CPI rises 5 percent; $85 week sickness and accident benefit (was $76), increasing to $95 in 2d year and to $105 in 3d; established jury duty provision; see CWD Oct. 1979.
Infant and Juvenile Manufacturers Assn., Inc. New York, N.Y., area Clothing and Textile Workers—3,000	30 cents 11/1/82	Deferred increase negotiated 11/81 (CWD Mar. 1982).
Atlantic Apparel Producer Assn. Philadelphia, Pa., area Ladies' Garment Workers —35,000	See next column	3-year agreement negotiated 6/82 provided: 35 cents wage increase on 12/6/82 and 35 cents 6/6/83, and 40 cents 7/2/84; 12th paid holiday; cost-of-living provision established providing 5 cents adjustment for each .5 percentage point rise in BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, effective 2/1/84, with a 25 cents maximum; 1.1 percent company payment to health service plan (was .875), increasing to 1.4 percent on 6/1/83; see CWD Oct. 1982.
Knitted Outwear Manufacturers Assn. Philadelphia, Pa. Ladies' Garment Workers	See next column 10/82	Agreement negotiated 6/8/82 provided 30 cents an hour wage increase on 12/1/82, 15 cents 6/1/83 and 35 cents on 7/1/84; cost-of-living provision established providing 5 cents adjustment for each .5 percentage point rise in the BLS-CPI-W in excess of 7.5 percent between 6/1/82 and 12/1/83, effective 2/1/84, with a 25 cents maximum; 11th paid holiday; see CWD July 1980.
FURNITURE AND FIXTURES		
Hamilton Manufacturing Co. Two Rivers, Wis. Carpenters and Joiners—850	15 cents 11/1/82	Deferred increase negotiated 7/30/82; agreement also provided for 20 cents increase on 7/30/82, 44 cents on 7/30/83, and 54 cents on 7/30/84; no recent listing.
PRINTING AND PUBLISHING		
Publishers Assn. of New York New York, N.Y. Typographical Union—1,400	2.8 percent 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Printing Industries of Metropolitan New York, Inc. (Printers League Section) New York, N.Y. Graphic Arts—4,800	3 percent 9/1/82	Automatic semiannual cost-of-living adjustment; see CWD Apr. 1982.
Printers League Section of New York, N.Y. Typographical Union—4,000	1 percent 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1982.
National Sample Card Manufacturers Assn., Inc. New York, N.Y. Paperworkers—1,300	8.6 percent 11/15/82	Deferred increase negotiated 11/15/81 (CWD Feb. 1982).
CHEMICALS AND ALLIED PRODUCTS		
Merck & Co., Inc. New Jersey and Pennsylvania Oil, Chemical and Atomic Workers—3,000	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
PPG Industries, Inc., Chemical Division Lake Charles, La. Machinists—1,400	9 percent 5/15/82	2-year agreement negotiated 5/15/82 also provided: 90 cents 5/15/83; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Uniroyal, Inc. Various locations Rubber Workers—4,500	28 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
B.F. Goodrich Co. Various locations Rubber Workers—8,700	28 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Goodyear Tire & Rubber Co. Various locations Rubber Workers—18,000	28 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Firestone Tire & Rubber Co. Various locations Rubber Workers—9,500	28 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Kelly-Springfield Tire & Rubber Co. Cumberland, Md. Rubber Workers—1,800	28 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
LEATHER AND LEATHER PRODUCTS		
Brown Shoe Co. National Clothing and Textile Workers; Food and Commercial Workers—8,500	20 cents 11/1/82	Deferred increase negotiated 9/10/82 (CWD Oct. 1982).
PRIMARY METAL INDUSTRIES		
Aluminum Co. of America Various locations Steelworkers—10,000	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Aluminum Co. of America Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—9,200	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Reynolds Metals Co. Various locations Steelworkers—8,100	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Reynolds Metals Co. Various locations Aluminum, Brick & Clay Workers (formerly Aluminum Workers)—6,000	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
The New Jersey Zinc Co. Pa., N.J., Tenn., Ill., and Colo. Steelworkers—1,400	19 cents 8/1/82	Automatic quarterly cost-of-living adjustment; previously received 3 cents adjustment 5/1/82, 3 cents adjustment 2/1/82, and 19 cents adjustment 11/1/81; see CWD Nov. 1981.
White Consolidated Industries, Inc. Blaw-Knox Co., Blaw-Knox Foundry & Mill Machinery, Inc. Atena-Standard Engineering Co. Pa., W. Va., and Ind. Steelworkers—3,000	12 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Reynolds Metals Co., Alloys Plant and Reduction Plant Listerhill, Ala., area Trades Council, Machinists, and Firemen and Oilers—1,200	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Stockman Valves & Fittings, Inc. Birmingham, Ala. Steelworkers—1,500	24 cents 6/10/82	3-year agreement negotiated 6/10/82 also provided: wage reopener 6/10/83; see CWD Aug. 1979.
Ormet Corp. Hannibal, Ohio Steelworkers—1,800	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Consolidated Aluminum Corp. Hannibal, Ohio Steelworkers—1,000	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Buckeye International, Inc. Buckeye Steel Castings Columbus, Ohio Steelworkers—1,350	19 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Aluminum Co. of America Vancouver and Wentachee, Wash. Aluminum Trades Council —2,100	26.7 cents	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Martin Marietta Aluminum, Inc. The Dalles, Oreg., and Goldendale, Wash. Steelworkers—1,800	26.7 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
FABRICATED METAL PRODUCTS		
Jos. Schlitz Brewing Co., Container Div. Winston-Salem, N.C.; Tampa, Fla.; Oak Creek, Wis.; and Chatsworth, Calif. Steelworkers—1,000	25 cents 8/18/82	Automatic quarterly cost-of-living adjustment; previously received adjustments of 5 cents 5/82 and 7 cents 2/82, see CWD Dec. 1981.
True Temper Corp. N.Y., Ohio, W. Va., and Miss. Steelworkers—1,300	15 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Commercial Shearing, Inc. Youngstown, Ohio; Chicago, Ill. and Salt Lake City, Utah Steelworkers—1,200	9 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.
U.S. Steel Corp., American Bridge, Div. Ambridge and Lawrenceville (Pittsburgh), Pa. Steelworkers—1,600	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1981.

Continued—Selected wage and benefit changes

FABRICATED METAL PRODUCTS—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Standadyne, Inc. Chicago Div. Bellwood, Ill. Automobile Workers—1,000	25 cents 8/1/82	Automatic quarterly cost-of-living adjustment; previously received adjustment of 5 cents 5/82 and 7 cents 2/82; see CWD Feb. 1982.
Master Lock Co. Milwaukee, Wis. Automobile Workers—1,250	15 cents 7/4/82	Automatic semiannual cost-of-living adjustment; see CWD June 1982.
Bendix Corp., Kansas City Div. Kansas City, Mo. Machinists—3,600	5 cents 7/1/82	Automatic quarterly cost-of-living adjustment; see CWD May. 1982.

MACHINERY, EXCEPT ELECTRICAL

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Worthington Corp. (subsidiary of McGraw Edison) Various locations Steelworkers—900	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Bucyrus-Erie Co. Erie, Pa.; and South Milwaukee, Wis. Steelworkers—1,200	See next column	3-year agreement negotiated 8/31/82 provided: no wage increase 1st year, average 35 cents in 2d year, and average 29 cents in 3d; semiannual cost-of-living adjustment (was quarterly) beginning in 3d year, provides 1 cent for each 0.3 point rise in BLS-CPI-W (1967 = 100) with a 15 cent "cap" each review; $170 week (was $165) sickness and accident, increasing to $175 week in 2d year, and to $180 in 3d; see CWD Sept. 1980.
Buffalo Forge Co. Buffalo, Cheektowaga, and Tonawanda, N.Y. Steelworkers—900	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Torrington Co. Torrington, Conn. Automobile Workers—800	20 cents 11/29/82	Deferred increase negotiated 7/31/82 (CWD Oct. 1982).
Dresser Industries, Dresser-Clark Div. Olean, N.Y. Steelworkers—1,200	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Morse Chain Co. Ithaca, N.Y. Machinists—1,050	16 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Ingersoll-Rand Co. Phillipsburg, N.J. Steelworkers—1,850	14 cents 10/18/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
Joy Manufacturing Co. Franklin, Pa. Machinists—1,600	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Cooper Energy Services, Inc. Grove City, Pa. Steelworkers—1,200	15 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Borg Warner Corp., York Div. York, Pa. Automobile Workers—2,000	28 cents 11/2/82	Deferred increase negotiated 11/1/81 (CWD Dec. 1981); see CWD Sept. 1982.
Koppers Co. Inc., Metal Products Div. Baltimore, Md. Machinists—1,600	32 cents 10/1/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
Hughes Tool Co., Oil Tool Div. Houston, Tex. Steelworkers—2,850	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Lufkin Industries, Inc. Lufkin, Tex. Various unions—1,500	25 cents 9/30/82	2-year agreement negotiated 9/30/82 also provided: $11.00 (was $10.50) month pension for each year of credited service; wage reopener in 9/83; see CWD Dec. 1981.
PT Components (formerly FMC Corp.) Indianapolis, Ind. Steelworkers—1,200	See next column	3-year agreement negotiated 10/3/82 provided: no wage change over life of contract; quarterly cost-of-living maintained providing 1 cent for every 0.4 point increase in BLS-CPI-W (1967=100) with 50 cents "cap" each year; 10 holidays (was 11), effective 10/1/82; see CWD July 1982.
Reliance Electric Co. Mishawaka, Ind. Steelworkers—960	65 cents 11/2/82	Deferred increase negotiated 11/1/82 (CWd Feb. 1982).
Caterpillar Tractor Co. Joliet, Ill. Machinists—5,700	22 cents 10/18/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Sundstrand Corp. Rockford, Ill. Automobile Workers—1,300	22 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Tecumseh Products Co., Lauson Engine Div. New Holstein, Wis. Machinists—2,000	15 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Rexnord Inc., Nordberg Machinery Group Milwaukee, Wis. Steelworkers—900	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Beloit Corp., Paper Machine Div. Beloit, Wis. Machinists—1,000	1 cent 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
FMC Corp., Crane Cable and Excavator Div. Cedar Rapids, Iowa Automobile Workers—800	19 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Washington Metal Trades, Inc. Seattle, Wash. Various unions—5,000	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Caterpillar Tractor Co. San Leandro, Calif. Machinists—1,400	14 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
International Telephone and Telegraph Corp. (Avionics and Defense Communications Divisions) New York and New Jersey Electrical Workers (IUE) —1,050	9 percent 10/4/82	3-year agreement negotiated 9/30/82 also provided: 8 percent on both 10/3/83 and 10/1/84; pension benefits liberalized; 70 percent (was 50 percent) coverage of routine dental care; see CWD Dec. 1981.
Gould, Inc. Philadelphia, Pa. Automobile Workers—2,200	27 cents 9/2/82	Automatic semiannual cost-of-living adjustment; no recent listing.
Sanyo Mfg. Corp. Forest City, Ark. Electrical Workers (IUE)	50 cents 10/1/82	3-year agreement negotiated 10/3/82 also provided: 10 cents on both 10/1/83 and 10/1/84; semiannual cost-of-living adjustment maintained providing 1 cent for every 0.2 percent increase in the BLS-CPI-W (1967=100); 12 holidays (was 11) effective 1/1/83; $7.50 month (was $7.00) pension for each year of credited service, increasing to $8 in 2d and to $8.50 in 3d year; $110 week (was $100) sickness and accident, increasing to $120 in 2d year, and to $125 in 3d; $9,000 (was $8,000) life insurance, increasing to $10,000 in 2d year, and to $11,000 in 3d year; $110 day (was $90) hospitalization, increasing to $115 in 2d year, and to $120 in 3d year; see CWD May 1982.
Whirlpool Corp. Ft. Smith, Ark. Allied Industrial Workers—2,000	15 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Reliance Electric Corp., subsidiary of Exxon Corp. Ohio Electrical Workers (IUE) —1,200	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
Bendix Corp., Autolite Div. of Fram Corp. Fostoria, Ohio Automobile Workers—1,600	24 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Design and Manufacturing Corp. Connersville, Ind. Automobile Workers—1,200	See next column	3-year agreement negotiated 9/19/82 provided: no wage increase 1st year, 15 cents on 9/19/83 and 25 cents on 9/19/84; quarterly cost-of-clause maintained providing 1 cent for every 0.4 point increase in BLS-CPI-W (1967=100), with 4 cents diverted per review to pension fund; see CWD Oct. 1982.
CTS Corp. Elkhart, Ind. Automobile Workers—900	11 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Rauland Div. of Zenith Radio Corp. Melrose Park, Ill. Electrical Workers (IBEW) —2,000	11 cents 10/1/82	Automatic semiannual cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Magic Chef, Inc., Admiral Div. Galesburg, Ill. Machinists—2,400	11 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Clark Equipment Co., Industrial Truck Div. Battle Creek, Mich. Allied Industrial Workers —2,100	23 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Gibson Products Corp. Greenville, Mich. Automobile Workers—3,000	35 cents 11/3/82	Deferred increase negotiated 11/2/80; see CWD Oct. 1982.
Amana Refrigeration, Inc. Amana, Iowa Machinists—1,900	19 cent 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD June 1982.

TRANSPORTATION EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
General Dynamics Corp., Land Systems Div. (former military tank production facilities of Chrysler Corp.) Warren, Sterling Heights and Center Line, Mich.; Lima, Ohio; and Scranton, Pa. Automobile Workers—5,300	$1.15 hourly $46 week salaried 9/27/82	3-year agreement negotiated 9/82 also provided: 3 percent effective 9/26/83 and 9/24/84; newly hired production and salaried workers received 60 percent of maximum rate and progress to maximum rate within 3 years; new salaried workers will progress to former minimum rate within 3 years and enter the 2 percent automatic progression schedule; newly hired skilled workers will receive between 85 percent and 92.5 percent of maximum rate, move to 92.5 percent after concluding probationary period and upon attaining permanent status move to the maximum rate in two 6-month progression steps; cost-of-living adjustments quarterly beginning 12/82 of 1 cent for each 0.3-movement in the BLS-CPI-W (1967 = 100) with a 1-cent quarterly diversion payable in a lump following each quarter; 39 total paid holidays; $735-$1,180 (was $635-$1,045) month extended disability benefit; increasing to $760-$1,215 9/26/83 and $785-$1,245 9/24/84; $24,500-$34,000 life insurance (was $22,000-$30,000) increasing to $25,500-$35,000 9/26/83 and $26,000-$36,000 9/24/84; $12,250-$17,000 accidental death and dismemberment insurance (was $11,000-$15,000) increasing to $12,750-$15,500 9/26/83, and $13,000-$18,000 9/24/84; $206-$295 week sickness and accident benefit (was $178-$265), increasing to $213-$305 9/26/83, and $220-$315 9/24/84; "Bridge" survivor income continued for one month after attaining age 62; $12.20 (was $9.70) month or the actual premium, whichever is less, pension for Medicare part B 1/1/83 increasing to $13 1/1/84 and $13.50 1/1/85; $6,000 (was $5,500) year earnings limitation for current and future retirees receiving supplemental allowances in 1983, $6,600 in 1984 and $7,200 in 1985; preceded by 11-day strike; first listing.
Bethlehem Steel Corp. Baltimore and Sparrows Point, Md., Hoboken, N.J. and East Boston, Mass. Marine and Shipbuilding —5,000	10 cents 11/82	Guaranteed cost-of-living adjustment; see CWD Aug. 1982.
Bendix Corp. South Bend and Mishawaka, Ind.; Teterboro, N.J.; N. Hollywood, Calif.; Troy, N.Y. and St. Joseph, Mich. Automobile Workers—6,100	26 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Rockwell International Corp. Los Angeles and Palmdale, Calif., areas; Tulsa, Okla.; Columbus, Ohio; and various missile and test sites Automobile Workers—13,000	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
American Bosch Div., AMBAC Industries, Inc. Springfield, Mass. Electrical Workers (IUE) —1,200	8 cents 10/25/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
United Technologies Corp.; Pratt and Whitney Aircraft Div. Connecticut Machinists—22,000	12 cents 8/82	Automatic quarter cost-of-living adjustment; previously received 12 cents in each of 3/81, 6/81, 9/81, 12/81, 3/82 and 6/82; see CWD Jan. 1982.
United Technologies Corp., Hamilton Standard Div. Windsor Locks, Conn. Machinists—3,900	12 cents 10/25/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents 7/26/82; see CWD May 1982.
United Technologies Corp., Sikorsky Aircraft Div. Bridgeport and Stratford Conn. Teamsters (Ind.)—6,600	28 cents 8/82	Automatic semiannual cost-of-living adjustment; previously received 28 cents 2/82; see CWD Jan. 1981.
United Technologies Corp.; Pratt and Whitney Div. North Haven, Conn. Machinists—3,000	12 cents 8/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents in each of 2/81, 5/81, 8/81, 11/81, 2/82 and 5/82; see CWD Jan. 1982.
Beoing Vertol Co. Philadelphia, Pa., area Automobile Workers—3,000	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
United Technologies Corp., Florida R & D Center West Palm Beach, Fla. Machinists—1,500	12 cents 10/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents in each of 4/81, 7/81, 10/81, 1/82, 4/82 and 7/82; see CWD Jan. 1982.
Jacksonville Shipyards Inc. Jacksonville, Fla. Boilermakers—2,500	See next column 7/82	3-year agreement negotiated 7/82 provided: quarterly adjustments (except 7/82) of 8 cents 10/9/82, 1/9/83, 4/9/83 and 10/9/83 and 7 cents 1/9/84, 4/9/84, 10/9/84, 1/9/85 and 4/9/85; new dental plan 10/1/82; $250,000 (was $100,000) lifetime major medical; see CWD July 1981.
Norfolk Shipbuilding and Drydock Corp. Norfolk, Va. Boilermakers—2,900	7 percent 11/9/82	Deferred increase negotiated 7/81 (CWD Feb. 1982).
General Dynamics Corp. (clerical and technical employees) Fort Worth, Tex. Office and Professional Employees—1,500	3 percent 11/82	Deferred increase negotiated 11/81 (CWD Mar. 1982); see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Vought Corp. Grand Prairie, Tex. Automobile Workers—4,100	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
General Dynamics Corp. Fort Worth, Tex. Machinists—4,300	3 percent 11/1/82	Deferred increase negotiated 11/81 (CWD Feb. 1982); see CWD Sept. 1982.
Dana Corp., Weatherhead Div. Indiana and Ohio Automobile Workers—1,700	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Jeep Corp. Toledo, Ohio Automobile Workers—5,750	See next column 4/82	Terms of agreement negotiated 4/82 patterned after the American Motors Co. settlement; see Wage Highlights of June 1982 issue for settlement details; see
Borg-Warner Corp., Warner Gear Div. Muncie, Ind. Automobile Workers—2,000	20 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
The Schwinn Bicycle Co. Chicago, Ill. Automobile Workers—1,500	8 percent 11/82	Deferred increase negotiated 2/19/81 (CWD Nov. 1981).
Clark Equipment Co., Jackson, Mich. Allied Industrial Workers —1,000	21 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Motor Wheel Corp. Lansing, Mich. Allied Industrial Workers —2,500	17 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Howmet Corp. Whitehall, Mich. Automobile Workers—1,600	18 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Clark Equipment Co., Buchanan, Mich. Automobile Workers—1,000	20 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Teledyne Continental Motors Muskegon, Mich. Automobile Workers—1,100	21 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Cessna Aircraft Co. Wichita, Kans. Machinists—6,000	24 cents 10/11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Hughes Aircraft Co., Tucson Manufacturing Div. Tucson, Ariz. Machinists—1,700	23 cents 10/25/82	Automatic quarterly cost-of-living adjustment; previously received 7 cents 7/26/82; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles, and Van Nuys, Calif. Machinists—16,000	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
McDonnell Douglas Corp. Long Beach and Compton, Calif., Tulsa, Okla.; and Melbourne, Ark. Automobile Workers—15,000	34 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
McDonnell Douglas Corp. Torrance, Palmdale, Huntington Beach and Vandenberg Air Force Base, Calif.; and Cape Canaveral, Fla. Machinists—6,600	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Lockheed Aircraft Corp., Lockheed-Georgia co. Marietta, Ga.; Clarksburg, W. Va.; Charleston, S.C. and Meridian, Miss. Machinists—7,350	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Lockheed Missiles and Space Co., Inc. Sunnyvale, Palo Alto, and Santa Cruz, Calif., and various missile and test sites Machinists—6,300	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
FMC Corp., San Jose Div. San Jose, Calif. Machinists—2,400	12 cents 10/82	Automatic quarterly cost-of-living adjustment; previously received 7 cents 6/82; see CWD Apr. 1982.
Rohr Industries, Inc. Riverside and Chula Vista, Calif. Machinists—5,050	3 percent 11/82	Deferred increase negotiated 11/80 (CWD Nov. 1981); see CWD July 1982.
Boeing Co. Seattle, Renton, Auburn and Everett, Wash.; Wichita, Kans.; and Portland, Ore. Machinists—50,000	24 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
INSTRUMENTS AND RELATED PRODUCTS		
Sperry Rand Corp. Great Neck, Lake Success and Bohemia, N.Y. Electrical Workers—(IUE)—3,800	8 percent 9/10/82	3-year agreement negotiated 9/14/82 also provided: 8 percent wage increase on 9/13/83 and 7 percent on 9/13/84; 3 weeks of vacation after five years of service (was 8) and 5 weeks after 25 years (was 30); $400,000 major medical (was $100,000); 180 days' paid hospitalization (was 120); $5,000 life insurance for retirees (was $2,500); see CWD Mar. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
INSTRUMENTS AND RELATED PRODUCTS—Continued		
Xerox Corp. Rochester, N.Y. Clothing and Textile Workers —4,500	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Leeds and Northrup div. of General Signal Corp. North Wales, Pa. Automobile Workers—1,400	72 cents 11/3/82	Deferred increase negotiated 11/80 (CWD Dec. 1980); see CWD Dec. 1981.
Fisher and Porter Co. Warminster, Pa. Independent Union of Rotameter Workers—1,500	3.5 percent 11/1/82	Deferred increase negotiated 5/80 (CWD Dec. 1981).
Ametek Inc., U.S. Gauge Div. Sellersville, Pa. Machinists—1,200	16 cents 5/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Lear-Siegler, Inc., Instrument Div. Grand Rapids, Mich. Automobile Workers—1,000	24 cents 9/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
NONMANUFACTURING		
MINING		
Anthracite Operators Wage Negotiating Committee Eastern Pennsylvania United Mine Workers (Ind.) —2,000	12 cents 6/82	Automatic semiannual cost-of-living adjustment; see CWD June 1982.
Homestake Mining Co. Lead, S. Dak. Steelworkers—1,300	6 percent 10/1/82	44-month agreement negotiated 9/82 also provided: 7 percent wage increase on 10/1/83, 8 percent 10/1/84 and 5 percent 10/7/85; 10th paid holiday; 4 weeks of vacation after 17 years of service (was 20); retirement with full benefit after 30 years at age 60 (was 65); settlement preceded by a 118-day strike; see CWD June 1981.
CONSTRUCTION		
National Electrical Contractors Assn. American Line Builders Chapter Various locations Electrical Workers (IBEW) —2,800	$1.14 8/30/82	1-year agreement negotiated 7/23/82 provided for no other changes; see CWD Mar. 1978.
Missouri River Basin Agreement Various locations Boilermakers—2,300	$1.15 7/19/82	2-year agreement ratified 9/9/82 also provided: $1.225 on 7/19/83; $1.575 hour to health and welfare fund (was $1.375) and $1.75 on 7/19/83; 10 cents to apprenticeship and training fund (was 5); see CWD Sept. 1979 for previous listing.
Painting and Decorating Contractors Assn. Boston, Mass. Painters—1,200	50 cents 7/1/82	2-year agreement ratified 7/29/82 also provided: 45 cents 1/1/83, 50 cents 7/1/83, 75 cents 1/1/84, and 80 cents 5/1/84; $1.57 hour to health and welfare fund (was 82 cents), $1.72 on 7/1/83, $1.92 on 1/1/84, and $2.12 on 5/1/84; 50 cents to establish annuity fund 5/1/84; 9 cents to training fund 1/1/83 (was 4), and 10 cents 1/1/84; 10 cents to establish industry promotion fund 7/1/83; settlement preceded by 1-month strike; see CWD Aug. 1977 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Roofing and Sheet Metal Contractors Assn. of the Building Trades Employers Assn. Boston, Mass. Sheet Metal Workers—1,100	$1.22 9/10/82	2-year agreement negotiated 9/9/82 also provided: $1.15 on 3/1/83, $1.05 on 9/1/83, and 80 cents 3/1/84; $1.70 hour to pension fund 3/1/83 (was $1.50), $1.90 on 9/1/83, and $2.13 on 3/1/84; $1 to annuity fund (was 75 cents), $1.25 on 9/1/83, and $1.50 on 3/1/84; $1.37 to health and welfare fund 3/1/83 (was $1.22), and $1.49 on 3/1/84; 17 cents to apprenticeship fund (was 14); settlement preceded by strike from 9/1/82 to 9/9/82; see CWD Dec. 1981.
Building Trades Employers Assn. of Westchester and Putnam Counties, Inc. Westchester and Putnam counties, N.Y. Laborers—1,300	$1.30 5/5/82	3-year agreement negotiated 5/1/82 also provided: 70 cents 11/1/82, $1 on 5/1/83, 11/1/83, 5/1/84 and 11/1/84 with allocation of 11/1/82, 1983 and 1984 increases between wages and benefits to be determined later; see CWD Aug. 1979.
Associated Contractors of Essex County Newark, N.J. Carpenters and Joiners—7,000	65 cents 11/1/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD May 1982.
Building Contractors of Southern New Jersey Vineland, N.J. Carpenters and Joiners—1,350	75 cents 11/1/82	Deferred increase negotiated 6/17/81 (CWD Aug. 1981); see CWD May 1982.
Building Contractors Assn. of New Jersey New Jersey Carpenters and Joiners—15,000	65 cents 11/1/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD May 1982.
National Electrical Contractors Assn. Atlanta, Ga. Electrical Workers (IBEW)—1,200	55 cents 9/1/82	1-year agreement negotiated in 7/82 also provided: 1 percent to apprenticeship fund (was 0.5); see CWD Apr. 1982.
Assn. of Mechanical Contractors of Atlanta Atlanta, Ga. Plumbers—1,350	80 cents 8/1/82	1-year agreement negotiated in 7/82 also provided: 30 cents 2/1/83; see CWD Mar. 1982.
National Electrical Contractors Assn. (inside agreement) Miami, Fla. Electrical Workers—1,500	90 cents 10/4/82	2-year agreement under arbitration award announced 9/30/82 also provided: 50 cents 4/1/83, $1.10 on 10/3/83, and 50 cents 4/2/84, with distribution between wages and benefits to be determined later; $1.05 hour to health and welfare fund (was 85 cents); see CWD Apr. 1982.
Associated General Contractors of Louisiana, Inc. Baton Rouge, La. Laborers—1,300	60 cents 11/1/82	Deferred increase negotiated in 5/81 (CWD Sept. 1981); see CWD May 1982.
Associated General Contractors of America, Inc. New Orleans, La. Carpenters and Joiners—2,400	50 cents 11/1/82	Deferred increase negotiated in 5/82 (CWD Sept. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mechanical Contractors Asn. New Orleans, La. Plumbers—3,000	90 cents 11/1/82	Deferred increase negotiated in 10/81 (CWD Feb. 1982).
Associated General Contractors of America, Inc. New Orleans, La. Laborers—1,600	20 cents 11/1/82	Deferred increase negotiated 5/1/82 (CWD July 1982).
National Electrical Contractors Assn. New Orleans, La. Electrical Workers (IBEW) —2,000	75 cents 11/1/82	Deferred increase negotiated 5/15/81 (CWD Sept. 1981); see CWD May 1982.
Associated General Contractors of America, Inc. Lake Charles, La. Laborers—1,200	55 cents 11/1/82	Deferred increase negotiated in 5/81 (CWD Dec. 1981); see CWD May 1982.
Associated General Contractors of America, Inc. Lake Charles, La. Carpenters—950	61 cents 8/16/82	20.5-month agreement ratified 8/16/82 also provided: 41 cents 11/1/82, and 46 on both 5/1/83 and 11/1/83; 53 cents hour to pension fund 5/1/83 (was 48), and 58 cents 11/1/83; $1 to health and welfare fund (was 85 cents), $1.05 on 11/1/82, $1.15 on 5/1/83, and $1.25 on 11/1/83; see CWD May 1981.
Painting and Decorating Contractors Assn. Houston, Tex. Painters—1,600	85 cents 7/1/82	Negotiated 6/30/82 under wage and benefit reopener of 3-year agreement scheduled to expire 6/30/83; reopening agreement also provided: $1.215 to health and welfare fund (was $1.065); see CWD Jan. 1982.
Associated Building Contractors of Northern Ohio, Inc. Toledo, Ohio Carpenters and Joiners—1,500	90 cents 9/24/82	21-month agreement negotiated 9/24/82 also provided: 50 cents 1/1/83, 90 cents 7/1/83, and 50 cents 1/1/84; settlement preceded by strike from 9/8/82-9/24/82; see CWD Mar. 1981.
Painting and Decorating Contractors of America Chicago, Ill. Painters—7,000	50 cents 10/1/82	1-year agreement negotiated 9/23/82 also provided: $1.07 hour to health and welfare fund (was 67.5 cents); see CWD July 1981.
Metropolitan Detroit Plumbing and Mechanical Contractors Assn., Inc. (plumbers) Detroit, Mich. Plumbers—1,900	No change 9/1/82	9-month agreement negotiated 9/1/82 also provided: 10 cents hour diversion from pension fund to health and welfare fund resulting in $1.70 to pension fund (was $1.80) and $1.75 to health and welfare fund (was $1.65); see CWD June 1979 for previous listing.
National Electrical Contractors Assn. Kansas City, Mo., area Electrical Workers (IBEW) —1,300	No change 9/1/82	1-year agreement negotiated 9/82 also provided: 50 cents hour to establish annuity fund; 89 cents to health and welfare fund 3/1/83 (was 69); no recent listing.
Mechanical Contractors Assn. Salt Lake City, Utah Plumbers—1,400	50 cents 8/23/82	10-month agreement ratified 8/23/82 also provided: 15 cents 1/23/83, with distribution between wages and benefits to be determined later; see CWD Feb. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Arizona Steel Field Erectors Assn. Arizona Iron Workers—1,500	No wage change 8/1/82	1-year agreement ratified 8/14/82 also provided: $2.82 hour to pension fund (was $2.77); $1.59 to health and welfare fund (was $1.44); see CWD Mar. 1982.
Plumbing and Mechanical Contractors Assn. Honolulu, Hawaii Plumbers—1,000	$1 8/15/82	36.5-month agreement negotiated 8/2/82 also provided: $1 each on 9/5/83 and 9/3/84, with distribution between wages and benefits to be determined later; $2.25 hour to vacation fund (was $2.22), $2.40 on 9/5/83 and $2.55 on 9/3/84; $1.27 hour to health and welfare fund (was $1.05); 3 percent to establish a supplemental unemployment benefits fund, increasing to 6 percent 9/5/83 and to 9 percent 9/3/84; 10 cents to establish industry promotion fund; see CWD Nov. 1979 for previous listing.
TRANSPORTATION AND PUBLIC UTILITIES		
General Telephone of the Southwest Various locations Communications Workers—8,000	2 percent 11/82	Deferred increase negotiated 6/27/80 (CWD Aug. 1980); see CWD May 1982.
Jersey Central Power and Light Co. New Jersey Electrical Workers (IBEW)—3,100	9.62 percent 11/82	Deferred increase negotiated 12/1/81 (CWD Feb. 1982).
Carolina Telephone and Telegraph Co. Tarboro, N.C. Communications Workers—3,200	9 percent 11/30/82	Deferred increase negotiated 11/81 (CWD Feb. 1982).
Florida Power & Light Co. Miami, Fla. Electrical Workers (IBEW)—4,500	8.56 percent 11/1/82	Deferred increase ratified 3/26/82 (CWD May 1982).
Columbus and Southern Ohio Electric Co. Ohio Electrical Workers (IBEW)—1,550	7.5 percent 8/25/82	3-year agreement ratified 8/25/82 also provided: wage reopening provision in 1983 and 1984; no recent listing.
The East Ohio Gas Co. Northeastern Ohio Service Employees—2,000	7.6 percent 6/16/82	3-year agreement negotiated 6/82 also provided: 6.63 percent 6/16/83 and wage reopener in 1984; 4 weeks of paid vacation after 15 (was 18) years of credited service; effective 7/1/82 $500,000 lifetime maximum $400 accident coverage payable at 100 percent; $30,000 covered hospital expense 7/1/83; $75 individual and $150 family deductibles per calendar year; $16 dental coversion factor 7/1/82; $25 pension supplement added to $175 supplemental retirement allowance; payment of supplemental retirement allowance will be paid to the age specified for early retirement benefits under the Federal social security program; see CWD June 1981.
General Telephone Co. of Ohio Marion, Ohio Electrical Workers (IBEW)—1,250	2.7 percent 11/82	Deferred increase negotiated 11/81 (CWD Mar. 1982); see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Northern Indiana Public Service Co. Hammond, Ind. Steelworkers—4,200	19 cents 10/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Wisconsin Power and Light Co. Madison, Wis. Electrical Workers (IBEW)—1,750	5 percent 6/1/82	2-year agreement negotiated 8/82 also provided: 5 percent 6/1/83; cost-of-living adjustments quarterly if the BLS-CPI-W exceeds 8 percent with 11 percent maximum; see CWD June 1981.
Southern California Rapid Transit District (mechanics) Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties, Calif. Amalgamated Transit Union—1,700	20 cents retroactive to 6/1/82	34-month agreement negotiated 9/82 also provided: 20 cent wage increases effective 12/1/82, 5/1/83, 12/1/83, 6/1/84, and 12/1/84; cost-of-living clause provides 1 cent for each 0.4 change in the local Consumer Price Index; $192 monthly payment by Rapid Transit District to mechanics' medical and dental benefits plan (was $167) effective 6/1/83, increasing to $217 on 6/1/84 and $242 on 6/1/85; first listing.
WHOLESALE AND RETAIL TRADE		
Star Markets Rhode Island and Massachusetts United Food and Commercial—1,350	62.5 cents full time- 32.5 cents part time 2/14/82	3-year agreement negotiated 7/6/82 also provided: 62.5 cents an hour wage increase for full time and 25 cents for part time on 2/14/83 and 62.5 cents and 30 cents on 2/14/84; $200 week sickness and accident benefit, effective 12/1/82 (was $180), increasing to $225 week on 12/1/83; $15 month pension for each year of credited service (was $13), increasing to $17 in 2d year and to $20 in 3rd; $10,000 major medical for part time (was $5,000); $2,000 life insurance for part time (was $1,000); first listing.
Almacs, Inc. Rhode Island and Massachusetts United Food and Commercial Workers—2,500	62.5 cents full time- 32.5 cents part time 6/6/82	3-year agreement negotiated 6/27/82 also provided: 62.5 cents an hour wage increase for full time and 25 cents for part time on 6/6/83 and 62.5 cents and 30 cents on 6/6/84; $180 week sickness and accident benefit effective 12/1/82 (was $170), increasing to $200 week on 12/1/83; $15 month pension for each year of credited service (was $13), increasing to $17 in 2d year and to $20 in 3d; $10,000 major medical for part time employees (was $5,000); $2,000 life insurance for part time employees (was $1,000); see CWD June 1981.
New York-Bronx Retail Meat and Food Dealers, Inc. New York, N.Y. United Food and Commercial Workers—1,800	44 cents 11/28/82	Deferred increase negotiated 11/29/80 (CWD Feb. 1981); see CWD Dec. 1981.
Retail Joint Council (formerly Philadelphia Food Stores Labor Relations Council) Eastern, Pa., Southern N.J., and Del. United Food and Commercial Workers—4,000	28 cents 9/82	Automatic annual cost-of-living adjustment; see CWD Apr. 1982.
Women's Apparel Chain Store Assn. Ladies Garment Workers—6,500	$19.25 week 7/1/82	3-week agreement negotiated 7/12/82 also provided: $19.25 week wage increase on 7/1/83 and $17.50 week on 7/1/84; 16th paid holiday effective 1/1/82; see CWD Aug. 1980.
Associated Men's Wear Retailers of New York, Inc. New York, N.Y. Retail Wholesale and Department Store—1,800	$20 week 4/1/82	3-year agreement negotiated 6/23/82 also provided: $18 week wage increase on 4/1/83 and $17 on 4/1/84; 10th paid holiday, effective 4/1/83; see CWD Apr. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Chain and independent food stores New York, N.Y., area United Food and Commercial Workers—13,000	75 cents full time 50 cents part time 6/24/82	3-year agreement negotiated 6/29/82 also provided: 50 cents an hour full time and 30 cents part time on 6/23/82, 25 and 15 cents on 12/1/83, 50 and 30 cents 6/24/84 and 25 and 15 cents 12/1/84; 5th week of vacation after 25 years of service; 10th day of sick leave (was 9); $61.85 month company payment to pension fund for full time and $21 for part time (was $45 and $15), increasing to $71.55 and $23.85 on 9/1/84; $17 month pension for each year of credited service for full time and $8.50 part time, (was $11 and $5.50), increasing to $20 and $10 on 9/1/84; $98 month company payment to health and welfare for full time and $19 for part time increasing to $103 and $20 on 9/1/83 and to $108 and $21 on 9/1/84; $20,000 accidental death and dismemberment coverage for full time and $7,500 part time (was $10,000 and $5,000); $250,000 major medical (was $100,000); $1 deductible for prescription drugs; medical coverage for full time student to age 23 (was 19); $75 a day hospitalization for part time (was $50); $500 miscellaneous hospital expenses per confinement for part time (was $250); $100 emergency outpatient care (was $50); see CWD July 1981.
Associated Liquor Wholesalers of Metropolitan New York New York, N.Y. Distillery Workers—1,000	$20 week—clerks and $30 week—warehouse	Deferred increase negotiated 12/81 (CWD May 1982).
Southwestern area supers- Dallas-Ft. Worth and El Paso, Tex.; Oklahoma City, Okla.; Little Rock and Fort Smith, Ark.; and Albuquerque, N. Mex. United Food and Commercial Workers—4,800	73 cents 11/28/82	Deferred increase negotiated 12/80 (CWD Feb. 1981); see CWD Dec. 1981.
Safeway Stores, King Soopers, and Associated Grocers Denver, Colo. Teamsters (Ind.)—1,500	35 cents 9/82	Automatic annual cost-of-living adjustment; see CWD Sept. 1982.
Industrial Employers and Distributors Assn., San Francisco Employers' Council, Peninsula Employers' Council, United Employers, and Independent companies Central and Northern California Teamsters (Ind.); Longshoremen (Ind.)—25,000	See next column	3-year agreement negotiated 7/82 provided: 32 cents an hour wage increase on 12/1/82, 24 cents 6/1/83 and 6/1/84; cost-of-living clause continued providing annual adjustments in 6/83 and 6/84 of 1 cent for each 0.3 point rise in the consumer price index above 7.2 points; $138.50 per month company payment to health and welfare (was $122.95), effective in 6/82, increasing to $154.10 in January 1984; $14 month pension for each year of future service (was $12); $37.25 month company payment to health and welfare for retirees; see CWD June 1981.
Grocery Warehouse Distributors San Francisco, Calif. Teamsters (Ind.)—2,800	18 cents 8/1/82	Automatic semiannual cost-of-living adjustment; see CWD Aug. 1982.
Associated Produce Dealers and Brokers of Los Angeles Inc. Los Angeles, Calif., area Teamsters (Ind.)—2,200	10 cents 8/82	Automatic semiannual cost-of-living adjustment; see CWD June 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
San Mateo Hotel Restaurant Employers Assn. San Mateo, Calif. Hotel and Restaurant Employees—5,200	8.9-10 percent 1/1/82	Deferred increase negotiated 11/80; 3-year agreement previously provided wage increase ranging from 2.8—4 percent on 9/15/80 and 7.9—9 percent on 1/1/83; $49 month company payment to health and welfare (was $40.60) 8 cents an hour company payment to pensions (was 6) effective 1/1/82;1 cent an hour company payment for new legal fund; see CWD Sept. 1979 for latest listing.
FINANCE, INSURANCE, AND REAL ESTATE		
Bronx Realty Advisory Board New York, N.Y. Service Employees—4,000	See next column	42-month agreement negotiated 9/82 provided: wage increases of $25 a week retroactive to 9/15/82, $20 a week 11/15/83, and $20 a week 1/15/85 (part-time employees receive one-half such amounts on same dates); $46 (was $40) a month (per employee) employer payment to health and welfare fund 9/15/82; $44 (was $40) a month employer payment to pension fund 9/15/82; $10 (was $6) a week employer payment to income security fund (which provides balanced retirement program consisting of mutual fund shares and permanent cash value life insurance) 1/1/84; establishment of legal fund with $5 a month employer payment 11/15/83; payment for unused sick leave at end of year beginning 1983; settlement preceded by 5-day strike; see CWD Oct. 1981.
SERVICES		
League of Voluntary Hospitals and Homes New York, N.Y. Retail, Wholesale, and Department Store—46,000	See next column	2-year agreement negotiated 7/82 pending State approval of reimbursement rates for Blue Cross and Medicaid (which was obtained 9/15/82) provided: wage increases of 7.5 percent retroactive to 7/1/82 and 7.5 percent 7/1/83; 8.5 percent (was 8 percent) of payroll payment by management to pension fund 1/1/84; and 1.25 percent (was 0.75 percent) of payroll payment by management to fund every other weekend off for employees 1/1/84; no recent listing.
Teachers Newark, N.J. Newark Teachers Union —5,500	6 percent retroactive to 7/1/82	3-year agreement ratified 9/7/82 also provided: 8 percent salary increases effective both 7/1/83 and 7/1/84; $684 longevity pay for teachers with 20 years' experience, increasing to $739 effective 7/1/83 and $798 on 7/1/84; see CWD Sept. 1981.
Teachers Philadelphia, Pa. Philadelphia Federation of Teachers—19,750	6 percent 9/11/82	3-year agreement negotiated 9/82 also provided: 6 percent wage increases effective both 3/1/84 and 3/1/85; 80 percent city contribution to employees' health and welfare funds (was 60 percent); compensation to teachers for time lost during the 1981 strike—10 days' pay in cash plus nine days' additional pay on retirement; 12-month payment plan instituted for all teachers (was 10 month plan); see CWD Nov. 1980.
Teachers Jefferson County, Ky. Jefferson County Teachers Association—5,200	5.3 percent retroactive to 7/1/82	2-year agreement negotiated 10/82 also provided: 4.7 percent increase effective 7/1/83; $500 increment increase for teachers with 20 years' experience and $1,000 for those with 25 years', 1.5 percent of annual earnings contribution to fringe benefit pool (was 1 percent); see CWD Nov. 1980.
Classified employees (office workers, general clerks, teacher's aides, bookkeepers, and secretaries) Jefferson County, Ky. Jefferson County Clerical Association—1,700	See next column retroactive to 7/1/82	2-year agreement negotiated 10/82 provided: 2.5 percent general wage increase plus 4.4 percent step rank increase; 4.7 percent across-the-board raise plus 4 percent step rank increase effective 7/1/83; 1 percent of annual wages county contribution to fringe benefit pool established; wage reopener clause effective 6/30/84; first listing.
Teachers Dade County, Fla. United Teachers of Dade —12,750	9 percent 11/1/82	Deferred increase negotiated May 1980 (CWD May 1980); see CWD Nov. 1981.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Hillsborough County, Fla. Hillsborough Classroom Teachers Association—6,400	8.5 percent retroactive to 7/1/82	1-year agreement negotiated 9/82 also provided: Hillsborough County School Board to pay 100 percent of health insurance premiums as long as the rates increase no more than 30 percent (previously, teachers paid a portion of their insurance costs); 100 percent payment of accumulated sick leave at retirement (was 75 percent); 7 years' credit for full time teaching experience outside the county (was 5 years); see CWD Jan. 1982.
Classified employees (bus drivers, food service workers, teaching aides, data processers, custodians, secretaries, and clerical personnel) Columbus, Ohio Ohio Association of Public School Employees—2,200	8.5 percent 9/1/82	2-year agreement negotiated 9/82 also provided: 5 percent increase effective 9/1/83; "flexitime" clause for workers not controlled by the school day (e.g. data processors, custodians) allowing workers the option of electing four 10-hour days; arbitration award losers must now bear full cost of proceedings (was one-half costs); improved severance pay; no limit on unused sick leave accumulation; first listing.
Teachers Chicago, Ill. Chicago Teachers Union—30,000	See next column 9/1/82	1-year agreement negotiated 9/82 provided for school board to continue to assume the teachers' contribution (7 percent of salary) to their pension fund effective 9/1/82; teachers gave up one day's pay to help finance settlement; school board continues to pay for all medical and dental insurance premiums; see CWD Dec. 1981.
Teachers Detroit, Mich. Detroit Federation of Teachers—11,000	See next column 10/5/82	1-year agreement negotiated 10/82 provided for freeze on salaries; settlement preceded by 3-week strike; first listing.
Teachers Seattle, Wash. Seattle Teachers Association—2,500	See next column 9/1/82	1-year agreement negotiated 9/7/82 provided for no wage or benefit changes; first listing.
PUBLIC ADMINISTRATION		
State and health care employees—professional workers (registered nurses, social workers, physicians, and technologists) Connecticut New England Health Care Workers, District 1199—2,000	4 percent 11/12/82	Deferred increase negotiated 8/81 (CWD Dec. 1981); see CWD July 1982.
New York City nonuniformed employees (clerks, teachers, public-works employees, health-care workers and others) New York, N.Y. Civilian Coalition—180,000	8 percent or $900, whichever is greater 9/1/82	2-year agreement negotiated 9/9/82 and effective 7/1/82 also provided: 7 percent or $900, whichever is greater, effective 7/1/83; repayment of wages deferred during fiscal crisis of 1975-76 beginning in 1985; $40 million increased city contribution for health insurance effective 7/1/83; $525 per employee per year welfare-fund contributions by city (was $450) effective 7/1/83; see CWD July 1981.
New York City uniformed employees (police officers, firefighters and corrections officers) New York, N.Y. Uniformed Forces Coalition—35,000	8 percent retroactive to 7/1/82	2-percent agreement negotiated 10/10/82 also provided: 8 percent wage increase effective 7/1/83; $200 a year in longevity pay added to base salary beginning 7/1/83; $988 payment for workers who were employed during 1975-76 fiscal crisis and had wages deferred—to be paid over a period of 7 years unless state legislature and International Revenue Service approval permits quicker repayment; $75 increase to employee welfare funds; $465 annual uniform allowance (was $425); see CWD July 1981.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year		Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947		270	-	1,629	-	25,720	
1948		245	-	1,435	-	26,127	0.22
1949		262	-	2,537	-	43,420	.38
1950		424	-	1,698	-	30,390	.26
1951		415	-	1,462	-	15,070	.12
1952		470	-	2,746	-	48,820	.38
1953		437	-	1,623	-	18,130	.14
1954		265	-	1,075	-	16,630	.13
1955		363	-	2,055	-	21,180	.16
1956		287	-	1,370	-	26,840	.20
1957		279	-	887	-	10,340	.07
1958		332	-	1,587	-	17,900	.13
1959		245	-	1,381	-	60,850	.43
1960		222	-	896	-	13,260	.09
1961		195	-	1,031	-	10,140	.07
1962		211	-	793	-	11,760	.08
1963		181	-	512	-	10,020	.07
1964		246	-	1,183	-	16,220	.11
1965		268	-	999	-	15,140	.10
1966		321	-	1,300	-	16,000	.10
1967		381	-	2,192	-	31,320	.18
1968		392	-	1,855	-	35,567	.20
1969		412	-	1,576	-	29,397	.16
1970		381	-	2,468	-	52,761	.29
1971		298	-	2,516	-	35,538	.19
1972		250	-	975	-	16,764	.09
1973		317	-	1,400	-	16,260	.08
1974		424	-	1,796	-	31,809	.16
1975		235	-	965	-	17,563	.09
1976		231	-	1,519	-	23,962	.12
1977		298	-	1,212	-	21,258	.10
1978		219	-	1,006	-	23,774	.11
1979		235	-	1,021	-	20,409	.09
1980		187	-	795	-	20,844	.09
1981		145	-	729	-	16,908	.07
1981:	January	6	12	12.0	29.6	257.9	.01
	February	7	10	10.7	20.9	118.5	.01
	March	16	20	201.6	207.8	861.8	.04
	April	17	27	48.0	223.5	4,085.2	.20
	May	18	27	85.1	259.0	4,454.0	.24
	June	30	43	200.1	415.1	2,618.3	.13
	July	23	38	80.1	125.4	1,575.5	.08
	August	9	17	36.2	86.6	1,017.9	.05
	September	5	10	26.3	65.2	898.8	.05
	October	7	11	13.4	48.3	733.6	.04
1982p:	January	2	4	6.1	11.4	199.9	.01
	February	2	6	2.5	13.9	236.9	.01
	March	3	8	8.3	21.3	352.2	.02
	April	9	16	35.7	55.3	480.3	.02
	May	14	21	43.7	60.3	636.1	.03
	June	17	25	41.4	64.5	894.0	.04
	July	11	22	36.3	r62.2	830.9	.04
	August	15	24	42.0	r59.9	r786.0	.04
	September	r14	r[illegible]8	r390.0	r423.7	r2,126.5	.11
	October	3	14	40.0	71.4	948.6	.05

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

r = revised.

Table 2. Work stoppages involving 1,000 workers or more during October 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in October
Brown & Sharpe Manufacturing Co. North Kingstown, R.I. Machinists	10/19/81		1,600	32,000
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	50,000
Iowa Beef Processors, Inc. Dakota City, Neb. Food and Commercial Workers	6/7/82	10/1/82	2,200	2,200
General Tire and Rubber Company Waco, Texas Rubber Workers	6/14/82	10/9/82	1,200	7,200
Construction Industry New York, N.Y. Teamsters (Ind.) and Operating Engineers	7/1/82	10/1/82	[2]2,500	2,500
Cartoon Studios Hollywood, Calif. Theatrical Stage Employees	8/5/82	10/9/82	1,600	9,600
Alabama Drydock and Shipbuilding Company Mobile, Ala. Marine and Shipbuilding Workers	9/7/82		1,700	34,000
Alabama Power Company Birmingham, Ala. Electrical Workers—IBEW	8/31/82	10/14/82	[3]3,900	35,100
Board of Education Detroit, Mich. Teachers	9/13/82	10/4/82	11,000	22,000
National Football League Nationwide Football Players	9/21/82		1,500	30,000
Trico Products Buffalo, N.Y. Automobile Workers	9/27/82	10/6/82	1,700	12,000
Caterpillar Tractor Company Colo., Ill., Iowa, Ohio, Pa., and Tenn. Automobile Workers	10/1/82		[4]34,800	684,000
Rubbermaid, Inc. Wooster, Ohio Rubber Workers	10/1/82		1,200	24,000
Philadelphia Newspapers, Inc. Philadelphia, Pa. Newspaper Guild, Machinists, Graphic Arts, Printing and Graphic Communication, Typographical Union, and Teamsters (Ind.)	10/1/82	10/1/82	4,000	4,000
Total beginning in October: Total in effect in October:	3 stoppages 14 stoppages		40,000 71,400	948,600

[1] The number of workers involved are round to the nearest hundred.

[2] Teamsters settled on 9/1 and operating engineers on 10/1. An undetermined number of additional construction workers were idled.

[3] Revised.

[4] Approximately 20,400 workers struck on 10/1; by 10/12, about 14,400 additional workers had been furloughed because of the strike.

NOTE: The strike of 1,500 carpenters in Toledo, Ohio ended on 9/20; the strike of service employees at Stanford University involved fewer than 1,000 workers. The information on these stoppages was received by the Bureau too late for inclusion in the October issue.

Major Agreements Expiring in December

Employer and location	Industry	Labor organization[1]	Number of workers
American Millinery Manufacturers Association, Inc. (New York)	Apparel	Hatters	2,000
Associated Hospitals of The East Bay, Inc. (California)	Hospitals	American Nurses' Association (Ind.)	1,400
AVX Corp., AVX Ceramics (Myrtle Beach, S.C.)	Electrical products	Electrical Workers (IBEW)	1,800
Hughes Aircraft Co. (California)	Electrical products	Carpenters	13,000
International Telephone and Telegraph Corp., General Controls Division (California)	Fabricated metal products	Electrical Workers (IBEW)	1,000
Liggett and Myers Tobacco Co., Inc. (Durham, N.C.)	Tobacco	Bakery, Confectionery and Tobacco Workers	1,000
Loews Theatres, Inc., Lorillard Division (Louisville, Ky.)	Tobacco	Bakery, Confectionery and Tobacco Workers	1,500
Manufacturers' Industrial Relations Association (Interstate)	Primary metals	Molders	4,000
Michigan Consolidated Gas Co. (Detroit and Ann Arbor, Mich.)	Utilities	Service Employees	1,300
Occidental Chemical Co. (White Springs, Fla.)	Chemicals	Chemical Workers	1,500
Pacific Gas and Electric Co., 2 agreements (California)	Utilities	Electrical Workers (IBEW)	18,100
Pacific Gas and Electric Co. (California)	Utilities	Marine Engineers	1,900
RCA Corp., National Agreement (Interstate)	Electrical products	Electrical Workers (IBEW)	13,000
Republic Airlines, Inc., 2 agreements (Interstate)	Air transportation	Air Line Pilots	7,400
Salt River Project Agricultural Improvement and Power District (Phoenix, Ariz.)	Utilities	Electrical Workers (IBEW)	1,500
Standard Plastic Products, Inc. (Plainfield, N.J.)	Miscellaneous manufacturing	Leather, Plastic and Novelty Workers	1,100
Western Airlines, Inc. (Interstate)	Air transportation	Air Line Pilots	2,300
	Government activity		
Alaska: General Government Employees	Multidepartments	Alaska Public Employees Association (Ind.)	5,850
Labor Trades and Crafts Unit	Central administration	Laborers	1,400
Colorado: Denver School District 1; professional employees	Education	National Education Association (Ind.)	4,300
Ohio: Dayton Board of Education; professional employees	Education	National Education Association (Ind.)	2,000

[1] Affiliated with AFL-CIO except where noted as independent (Ind.)

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes; real spendable earnings are current earnings adjusted for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on a farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency in *Farm Labor*.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The Index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	66.1	71.3	78.0	85.5	92.9	100.0	108.6	119.1	131.4	144.1
1977 dollars	95.7	97.3	95.9	96.3	98.9	100.0	100.9	99.4	96.7	96.0
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.1	93.0	100.0	108.6	118.6	130.6	143.2
1977 dollars	96.7	97.9	96.5	96.9	99.0	100.0	100.8	99.0	96.1	95.4
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.3	127.3	138.9
1977 dollars	101.2	101.1	96.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981			1982									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.p	Oct.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.70	$7.76	$7.78
1977 dollars	4.82	4.83	4.81	4.86	4.84	4.85	4.85	4.83	4.78	4.77	4.18	4.81	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	261.18	262.20	262.24	255.95	262.39	261.99	262.27	265.52	267.40	269.98	271.04	270.05	270.74
1977 dollars	169.49	169.71	169.30	164.70	168.31	168.37	167.80	168.16	167.33	167.90	168.24	167.42	167.85
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.5	148.6	149.3	150.4	150.7
1977 dollars	92.2	92.7	92.6	93.6	93.3	93.5	93.7	93.4	92.4	92.4	92.7	93.2	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	$7.71	$7.74	$7.72	$7.75
1977 dollars	4.80	4.81	4.80	4.82	4.82	484	4.86	4.85	4.82	4.81	4.82	4.80	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	259.74	261.50	261.10	256.69	263.55	263.15	264.89	267.75	267.68	269.08	269.35	268.66	263.93
1977 dollars	168.44	168.82	167.91	165.93	168.62	168.90	169.69	169.89	168.14	167.97	167.61	166.87	*
Indexes													
Average hourly compensation (quarterly data):													
All persons,business sector:													
Current dollars (1977 = 100)	–	148.2	–	–	150.9	–	–	153.4	–	–	155.7	–	–
1977 dollars	–	95.6	–	–	96.5	–	–	97.1	–	–	96.8	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	147.4	–	–	150.1	–	–	152.3	–	–	154.7	–	–
1977 dollars	–	95.1	–	–	96.1	–	–	96.4	–	–	96.2	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.0	148.9	149.9	150.0	150.6
1977 dollars	92.1	92.3	92.3	92.9	92.8	93.3	93.7	93.7	93.1	93.0	93.2	93.2	*

[1] Production and nonsupervisory workers.

* Not available.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.9	131.9
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981				1982									
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.p	Oct.p
	Data before seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy[1]	$7.40	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.70	$7.76	$7.78
Mining	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.93	11.06	10.97
Contract construction	11.07	11.16	11.18	11.28	11.59	11.32	11.33	11.32	11.46	11.41	11.53	11.60	11.70	11.80
Manufacturing	8.16	8.16	8.20	8.27	8.42	8.34	8.37	8.42	8.45	8.50	8.55	8.51	8.59	8.56
Transportation and public utilities	9.95	9.94	10.05	10.06	10.10	10.13	10.07	10.14	10.17	10.20	10.29	10.43	10.44	10.48
Wholesale and retail trade	6.04	6.01	6.04	6.02	6.17	6.16	6.16	6.18	6.20	6.20	6.21	6.22	6.26	6.27
Finance, insurance, and real estate	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.78	6.87	6.90	6.93
Services	6.52	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.85	6.84	6.87	6.90	6.99	7.03
Wage rates, hired farm labor (quarterly data)	-	([2])	-	-	([2])	-	-	([2])	-	-	([2])	-	-	([2])
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	141.7	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.6	148.6	149.3	150.4	150.7
Mining	151.7	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	161.3	161.5	163.2	161.9
Contract construction	136.5	136.3	136.3	136.7	139.7	136.5	136.8	137.4	139.3	139.1	140.8	141.6	142.7	143.7
Manufacturing	144.7	145.4	146.4	147.4	149.3	149.1	149.8	150.9	151.5	152.4	153.3	153.6	154.7	154.8
Transportation and public utilities	143.0	143.0	144.6	145.0	145.8	146.3	145.4	146.4	147.2	147.3	148.3	150.3	151.1	151.8
Wholesale and retail trade	141.0	140.0	140.8	140.9	143.0	143.3	143.5	144.3	145.2	144.9	145.5	145.9	146.7	146.8
Wholesale trade	142.5	143.3	144.4	144.6	146.7	146.8	146.6	147.5	148.6	148.0	149.1	150.0	150.6	151.0
Retail trade	140.2	138.3	138.9	139.0	141.0	141.4	141.8	142.6	143.4	143.3	143.5	143.7	144.6	144.6
Finance, insurance, and real estate	139.8	140.7	142.6	141.5	143.7	144.9	144.2	145.4	147.9	146.9	148.3	150.1	150.6	151.3
Services	139.7	140.6	142.3	142.3	144.5	144.9	144.6	145.6	146.5	146.6	147.8	148.3	149.6	150.0
	Data after seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy	$7.37	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	$7.71	$7.74	$7.72	$7.75
Mining[3]	10.27	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.93	11.06	10.97
Contract construction	10.95	11.06	11.14	11.22	11.52	11.34	11.39	11.43	11.54	11.51	11.56	11.58	11.58	11.69
Manufacturing	8.14	8.16	8.20	8.20	8.38	8.34	8.37	8.44	8.48	8.52	8.56	8.57	8.56	8.56
Transportation and public utilities	9.86	9.89	9.97	10.02	10.09	10.13	10.15	10.18	10.24	10.30	10.30	10.40	10.35	10.43
Wholesale and retail trade	6.03	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.20	6.22	6.23	6.26	6.25	6.29
Finance, insurance, and real estate[3]	6.39	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.78	6.87	6.90	6.93
Services	6.54	6.56	6.63	6.65	6.71	6.72	6.72	6.80	6.85	6.90	6.96	7.00	7.01	7.02
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	141.4	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.1	148.9	149.9	150.0	150.6
Mining[3]	151.7	151.4	153.4	153.4	156.2	156.0	156.5	156.5	156.8	159.6	161.3	161.5	163.2	161.9
Contract construction	133.5	134.7	135.7	136.6	139.9	137.9	138.1	138.7	139.9	139.7	140.6	140.7	140.6	142.0
Manufacturing	144.7	145.4	146.4	146.9	148.9	149.1	149.9	150.8	151.8	152.5	153.3	154.2	154.7	154.7
Transportation and public utilities	141.5	142.3	143.5	144.3	145.5	146.0	146.3	146.9	148.2	149.1	148.9	150.3	149.6	151.1
Wholesale and retail trade	141.0	140.5	141.3	141.7	142.1	142.5	142.8	143.7	145.1	145.2	145.7	146.5	146.7	147.3
Wholesale trade	142.4	143.5	144.4	144.3	146.3	146.3	146.3	147.1	148.9	148.4	149.4	150.7	150.5	151.3
Retail trade	140.3	138.8	139.6	140.4	139.9	140.4	140.9	141.9	143.1	143.6	144.3	144.3	144.7	145.2
Finance, insurance, and real estate	140.4	141.4	142.6	142.0	143.1	143.3	143.8	144.9	148.0	147.2	148.6	150.6	151.2	152.0
Services	139.7	140.9	142.2	142.6	143.4	143.7	143.9	145.1	146.5	147.3	148.7	149.7	149.6	150.3

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[1] Production and nonsupervisory workers.

[2] The last quarterly figure is for April 1981. Annual figures to be issued beginning in 1982.

[3] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980			1981				1982		
	II	III	IV	I	II	III	IV	I	II	IIIp
Average hourly compensation:										
All persons, private business sector	10.4	10.5	10.7	10.5	9.7	9.4	8.9	7.8	7.6	6.9
All employees, nonfarm business sector:										
Current dollars	10.2	10.4	10.6	10.6	9.7	9.4	8.9	7.8	7.6	6.9
1977 dollars	-3.8	[illegible]	-1.8	-.6	0	-1.2	-.6	.4	.7	1.1
Average hourly earnings, private nonfarm economy[1]	8.2	[illegible]	8.9	9.2	9.2	9.2	8.0	6.8	6.3	5.4
Mining[2]	7.0	[illegible]	9.1	10.4	7.4	10.7	9.3	8.2	9.6	7.9
Contract construction	7.2	7.4	8.2	9.2	8.2	8.6	8.8	9.1	8.0	6.3
Manufacturing	8.0	9.0	10.3	10.7	10.6	9.9	8.0	7.9	6.8	5.9
Transportation and public utilities	9.6	7.7	9.0	9.5	9.6	9.9	8.3	7.6	6.3	5.7
Wholesale and retail trade	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7	5.3	4.4
Finance, insurance, and real estate[2]	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7	7.5	7.9
Services	9.5	9.2	9.5	9.7	9.4	9.9	9.3	8.4	8.1	7.7
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7	7.2	6.6
1977 dollars	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3	.6	.9
Mining[2]	6.5	8.9	10.2	11.1	9.6	10.9	9.9	9.0	7.7	8.0
Contract construction	6.7	7.0	7.7	8.9	7.6	8.1	8.1	8.1	7.2	5.9
Manufacturing	9.6	10.6	10.9	10.7	10.1	9.3	8.8	8.6	7.9	7.3
Transportation and public utilities	9.9	8.1	9.3	9.7	10.2	10.0	8.5	6.1	6.9	6.3
Wholesale and retail trade	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8	5.6	4.7
Wholesale trade	9.0	8.7	8.7	8.6	8.4	8.9	8.5	7.6	6.9	6.0
Retail trade	7.7	8.5	8.8	8.6	8.5	7.6	6.4	4.8	4.9	4.1
Finance, insurance, and real estate	9.7	9.3	10.2	9.7	8.6	8.7	8.0	8.7	7.5	7.7
Services	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1	7.8	7.6
Wage rates, hired farm labor[3]	5.4	11.5	8.5	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.0	6.2	8.0	6.9	9.6	9.3	7.2	5.0	5.1	4.4
1977 dollars	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-2.2	-1.4	-1.2

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures will be issued in 1982.

[*] Not available.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979	1980				1981				1982		
	IV	I	II	III	IV	I	II	III	IV	I	II	IIIp
Average hourly compensation:												
All persons, business sector	8.8	12.5	10.7	10.1	9.4	11.7	7.5	9.0	7.4	7.3	6.9	6.2
All employees, nonfarm business sector:												
Current dollars	9.0	11.8	10.4	10.4	9.7	11.8	6.9	9.2	7.5	7.7	5.9	6.5
1977 dollars	-4.8	-4.1	-2.5	2.4	-2.8	.4	-.1	-2.5	-.3	4.3	1.3	-1.0
Average hourly earnings, private nonfarm economy[1]	7.3	8.3	8.3	7.9	11.2	9.6	8.0	8.0	6.1	5.1	5.8	4.6
Mining[2]	7.1	10.4	9.5	3.4	13.4	15.6	-1.8	16.8	7.7	11.3	3.0	9.9
Contract construction	5.7	5.0	10.8	8.0	8.9	9.0	7.1	9.5	9.5	10.3	2.7	2.8
Manufacturing	7.3	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9	5.7	4.0
Transportation and public utilities	8.3	7.5	8.3	6.9	13.3	9.5	9.8	7.0	7.0	8.7	4.7	4.4
Wholesale and retail trade	8.0	9.6	8.0	8.1	9.2	8.8	7.8	7.0	5.0	3.1	6.0	3.5
Finance, insurance, and real estate[3]	8.0	15.1	7.8	7.7	11.4	13.6	3.9	7.5	8.0	7.4	7.3	6.8
Services	9.4	8.7	10.8	8.0	10.6	9.6	9.3	10.0	8.3	6.0	8.2	6.4
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5	6.4	6.2
1977 dollars	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5	1.4	-1.6
Mining[2]	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0	4.1	11.6
Contract construction	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1	2.3	3.5
Manufacturing	8.8	10.2	11.6	12.0	9.8	9.4	9.4	8.7	7.7	8.7	6.6	6.3
Transportation and public utilities	8.7	7.6	8.9	7.0	13.9	9.1	11.0	6.4	7.7	7.4	6.0	4.3
Wholesale and retail trade	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	4.4	6.4	4.5
Wholesale trade	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4	5.1	5.7
Retail trade	7.2	9.4	7.4	10.2	8.3	8.8	6.8	7.4	3.0	2.4	7.2	3.8
Finance, insurance, and real estate[3]	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0	9.5	9.6
Services	9.8	8.5	10.2	7.4	11.8	9.1	8.9	9.3	9.3	5.1	8.5	6.4
Wage rates, hired farm labor[2]	22.0	-13.6	-3.1	20.7	53.0	22.6	([4])	([4])	([4])	([4])	([4])	([4])
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.1	6.6	5.1	7.1	13.3	10.4	7.6	6.0	4.9	1.6	7.8	3.4
1977 dollars	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4	3.4	-4.1

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] The last quarterly figure is for first quarter of 1981. Annual figures to be issued beginning in 1982.

[4] Not available.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981			1982									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.p	Oct.p
Average hourly earnings, private nonfarm economy[1]	8.3	8.0	7.5	7.4	6.8	6.2	6.3	6.4	6.1	6.1	5.5	4.7	4.7
Mining[2]	9.5	9.5	8.9	9.0	7.8	7.9	9.7	10.1	9.0	8.1	8.0	7.7	7.0
Contract construction	8.6	8.9	8.7	10.8	8.3	8.2	8.1	8.5	7.3	6.8	6.2	5.8	5.7
Manufacturing	8.8	7.9	7.3	9.0	7.6	7.2	6.8	6.8	6.6	6.6	5.9	5.2	4.9
Transportation and public utilities	8.2	8.4	8.3	8.4	7.4	7.1	6.6	6.2	6.2	6.4	5.7	5.0	5.5
Wholesale and retail trade	7.5	6.9	7.0	6.5	5.5	5.2	5.3	5.3	5.2	4.9	4.7	3.6	4.3
Finance, insurance, and real estate[2]	8.6	8.3	7.6	7.4	6.4	6.3	6.9	8.3	7.4	8.0	7.7	8.0	7.8
Services	9.7	9.4	8.8	9.3	8.2	7.7	8.9	8.0	8.0	8.4	7.5	7.2	6.7
Hourly Earnings Index:[1 2]													
Private nonfarm economy:													
Current dollars	8.6	8.4	8.2	8.3	7.5	7.2	7.2	7.3	7.1	7.1	6.6	6.1	6.1
1977 dollars	-1.4	-.9	-.4	.1	.1	.6	.8	.8	.2	.8	.8	1.2	*
Mining	10.1	10.2	9.6	9.8	8.8	8.2	7.3	7.6	8.3	8.3	8.1	7.6	6.9
Contract construction	8.1	8.3	8.0	9.7	7.5	7.2	7.3	7.7	6.7	6.4	5.9	5.3	5.4
Manufacturing	9.0	8.8	8.5	9.1	8.4	8.2	8.0	8.0	7.8	7.5	7.4	6.9	6.4
Transportation and public utilities	8.4	8.6	8.7	8.8	7.9	7.6	7.0	6.8	6.8	7.1	6.2	5.7	6.2
Wholesale and retail trade	7.4	6.9	7.1	6.2	5.8	5.4	5.5	5.8	5.5	5.3	4.9	4.1	4.9
Wholesale trade	9.0	8.3	8.1	8.4	7.7	6.8	6.8	7.1	6.6	6.4	5.9	5.7	5.4
Retail trade	6.5	6.2	6.6	5.0	4.8	4.7	4.8	5.1	4.9	4.8	4.4	3.2	4.6
Finance, insurance, and real estate	8.4	8.1	7.5	7.4	6.4	6.2	7.0	8.2	7.4	7.8	7.5	7.7	7.5
Services	9.5	9.2	8.9	8.8	8.1	7.5	7.9	7.8	7.8	8.2	7.5	7.1	6.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	7.7	7.4	6.6	3.8	6.2	5.0	4.8	5.2	5.2	4.9	4.2	4.2	3.5
1977 dollars	-2.1	-1.8	-1.9	-4.1	-1.1	-1.4	-1.4	-1.2	-1.6	-1.3	-1.4	-.7	*

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.

p = preliminary.
* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981			1982									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.p	Oct.p
Average hourly earnings, private nonfarm economy[1]	7.4	7.4	6.5	7.0	5.2	4.7	5.2	5.4	5.7	5.1	5.6	4.8	4.3
Mining[2]	11.4	15.2	9.9	11.4	10.1	6.9	8.0	5.3	8.0	4.9	5.9	3.4	6.1
Contract construction	9.5	9.6	9.3	13.4	8.2	8.2	6.6	7.3	5.2	.7	4.3	3.4	4.6
Manufacturing	6.7	6.6	5.3	8.9	6.3	5.7	7.0	6.9	8.0	4.3	5.6	4.6	2.9
Transportation and public utilities	7.2	7.0	6.7	8.6	6.0	6.0	6.0	5.5	5.7	4.2	5.4	4.0	5.0
Wholesale and retail trade	6.2	5.8	5.8	5.1	4.1	3.0	4.4	4.7	4.7	4.7	5.3	4.3	4.3
Finance, insurance, and real estate[2]	7.2	8.8	7.2	9.1	7.7	6.4	6.6	7.8	7.6	6.8	7.7	9.6	6.9
Services	9.8	9.4	8.3	9.2	6.6	5.6	6.6	6.7	7.7	7.6	8.5	8.8	8.6
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	8.1	8.0	7.6	8.6	6.4	3.7	6.3	6.6	6.6	5.7	6.8	6.5	5.9
1977 dollars	-2.0	-1.4	-1.4	1.6	.5	2.6	3.7	3.0	1.7	(3)	1.0	-.3	*
Mining[2]	7.7	10.8	8.3	9.8	8.9	5.8	6.9	4.5	8.3	6.7	7.1	9.4	7.0
Contract construction	8.5	9.1	8.9	12.1	7.7	7.0	6.1	6.3	4.6	1.0	4.1	3.7	4.8
Manufacturing	8.4	8.4	7.8	9.3	8.0	7.3	7.6	7.6	7.8	6.1	6.9	6.5	5.2
Transportation and public utilities	7.4	7.0	7.8	9.5	6.3	6.8	6.5	6.7	6.9	4.8	6.1	4.6	5.8
Wholesale and retail trade	6.4	6.0	6.0	5.5	4.1	2.6	4.7	5.6	5.0	5.0	5.8	5.6	5.1
Wholesale trade	8.7	7.8	7.5	8.5	3.7	5.6	5.0	6.4	5.8	4.3	6.0	5.8	5.8
Retail trade	5.1	5.1	5.2	3.9	3.2	.9	4.5	5.1	4.6	5.4	5.6	5.4	4.7
Finance, insurance, and real estate	8.9	8.6	7.4	7.9	4.6	4.9	5.1	7.7	7.4	7.8	10.4	10.5	10.1
Services	9.6	9.4	8.8	9.0	6.6	6.0	6.2	6.2	6.7	7.5	8.4	8.2	7.2
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	5.6	5.6	5.2	1.6	4.1	4.1	4.0	4.8	5.1	8.2	4.4	4.2	3.1
1977 dollars	4.3	-3.6	-3.5	-4.9	-1.7	1.0	1.5	1.3	.3	2.5	-1.2	-2.4	*

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than 0.05 percent.

p = preliminary.

* Not available.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Civilian workers[2]	102.6	107.5	110.1	2.6	1.1	2.4	–	7.5	7.3
Workers, by occupational group									
White-collar workers	102.7	107.7	110.7	2.7	1.1	2.8	–	7.7	7.8
Blue-collar workers	102.3	107.1	109.2	2.3	1.3	2.0	–	7.1	6.7
Service workers	102.8	108.3	110.8	2.8	1.0	2.3	–	8.3	7.8
Workers, by industry division									
Manufacturing	102.1	107.2	109.3	2.1	1.1	2.0	–	7.2	7.1
Nonmanufacturing	102.8	107.7	110.5	2.8	1.2	2.6	–	7.7	7.5
Services	104.4	109.2	113.5	4.4	.9	3.9	–	9.2	8.7
Public administration[3]	104.3	109.1	112.8	4.3	.9	3.4	–	9.1	8.1
Private industry workers[4]	102.0	107.2	109.3	2.0	1.3	2.0	10.0	7.2	7.2
Workers, by occupational group									
White-collar workers	101.8	107.2	109.5	1.8	1.3	2.1	10.0	7.2	7.6
Blue-collar workers	102.2	107.0	109.0	2.2	1.3	1.9	10.0	7.0	6.7
Service workers	101.9	107.9	109.6	1.9	1.1	1.6	9.9	7.9	7.6
Workers, by industry division									
Manufacturing	102.1	107.2	109.3	2.1	1.1	2.0	10.2	7.2	7.1
Nonmanufacturing	102.0	107.1	109.3	2.0	1.3	2.1	9.8	7.1	7.2
State and local government workers	105.3	109.3	114.3	5.3	.5	4.6	–	9.3	8.5
Workers, by occupational group									
White-collar workers	105.7	109.5	114.9	5.7	.4	4.9	–	9.5	8.7
Blue-collar workers	104.2	108.9	112.7	4.2	.6	3.5	–	8.9	8.2
Workers, by industry division									
Services	105.8	109.4	114.9	5.8	.4	5.0	–	9.4	8.6
Schools	106.0	109.1	114.8	6.0	.2	5.2	–	9.1	8.3
Elementary and secondary	106.3	109.5	115.6	6.3	.2	5.6	–	9.5	8.7
Hospitals and other services[5]	105.0	110.3	115.3	5.0	.7	4.5	–	10.3	9.8
Public administration[3]	104.3	109.1	112.8	4.3	.9	3.4	–	9.1	8.1

[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

[3] Consists of legislative, judicial, administrative, and regulatory activities.

[4] Excludes farm and household workers.

[5] Includes, for example, library, social, and health services.

– Data not available.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Civilian workers[1]	102.5	107.3	109.7	2.5	0.9	2.2	-	7.3	7.0
Workers, by occupational group									
White-collar workers	102.6	107.6	110.4	2.6	.8	2.6	-	7.6	7.6
Blue-collar workers	102.4	106.7	108.6	2.4	1.1	1.8	-	6.7	6.1
Service workers	102.5	107.9	110.1	2.5	1.0	2.0	-	7.9	7.4
Workers, by industry division									
Manufacturing	102.1	107.0	108.8	2.1	1.0	1.7	-	7.0	6.6
Nonmanufacturing	102.7	107.5	110.1	2.7	.9	2.4	-	7.5	7.2
Services	104.4	109.5	113.2	4.4	.6	3.4	-	9.5	8.4
Public administration[2]	103.8	108.4	111.9	3.8	.6	3.2	-	8.4	7.8
Private industry workers[3]	102.0	107.1	109.0	2.0	1.1	1.8	9.1	7.1	6.9
Workers, by occupational group									
White-collar workers	101.8	107.3	109.4	1.8	1.0	2.0	9.2	7.3	7.5
Blue-collar workers	102.3	106.6	108.5	2.3	1.1	1.8	9.1	6.6	6.1
Service workers	101.8	107.9	109.3	1.8	1.1	1.3	9.0	7.9	7.4
Workers, by industry division									
Manufacturing	102.1	107.0	108.8	2.1	1.0	1.7	9.1	7.0	6.6
Nonmanufacturing	102.0	107.1	109.1	2.0	1.1	1.9	9.1	7.1	7.0
State and local government workers	105.0	108.7	113.5	5.0	.3	4.4	-	8.7	8.1
Workers, by occupational group									
White-collar workers	105.4	108.9	114.2	5.4	.4	4.9	-	8.9	8.3
Blue-collar workers	103.9	107.9	111.5	3.9	.4	3.3	-	7.9	7.3
Workers by industry division									
Services	105.5	108.8	114.2	5.5	.4	5.0	-	8.8	8.2
Schools	105.7	108.5	114.2	5.7	.2	5.3	-	8.5	8.0
Elementary and secondary	106.0	108.8	114.9	6.0	.1	5.6	-	8.8	8.4
Hospitals and other services[4]	104.6	109.5	114.3	4.6	.6	4.4	-	9.5	9.3
Public administration[2]	103.8	108.4	111.9	3.8	.6	3.2	-	8.4	7.8

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[1] Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes farm and household workers.

[4] Includes, for example, library, social, and health services.

– Data not available.

Table 11. Employment Cost Index for wages and salaries only, private industry workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Private nonfarm workers[1]	102.0	107.1	109.0	2.0	1.1	1.8	9.1	7.1	6.9
Workers, by occupational group									
White-collar workers	101.8	107.3	109.4	1.8	1.0	2.0	9.2	7.3	7.5
Professional and technical workers	103.3	109.4	111.8	3.3	1.3	2.2	10.8	9.4	8.2
Managers and administrators	101.6	107.2	108.5	1.6	1.3	1.2	8.7	7.2	6.8
Sales workers	98.0	101.8	104.5	−2.0	−.4	2.7	6.2	1.8	6.6
Clerical workers	102.7	108.3	110.3	2.7	1.2	1.8	9.5	8.3	7.4
Blue-collar workers	102.3	107.6	108.5	2.3	1.1	1.8	9.1	6.6	6.1
Craft and kindred workers	102.9	108.6	109.6	2.9	1.3	1.9	9.5	7.6	6.5
Operatives, except transport	102.1	106.6	108.3	2.1	1.1	1.6	9.1	6.6	6.1
Transport equipment operatives	101.0	104.1	106.0	1.0	.9	1.8	8.0	4.1	5.0
Nonfarm laborers	101.5	105.1	106.5	1.5	1.0	1.3	8.1	5.1	4.9
Service workers	101.8	107.9	109.3	1.8	1.1	1.3	9.0	7.9	7.4
Workers, by industry division									
Manufacturing	102.1	107.0	108.8	2.1	1.0	1.7	9.1	7.0	6.6
Durables	102.1	107.4	109.0	2.1	1.0	1.5	9.2	7.4	6.8
Nondurables	102.0	106.3	108.5	2.0	.9	2.1	8.8	6.3	6.4
Nonmanufacturing	102.0	107.1	109.1	2.0	1.1	1.9	9.1	7.1	7.0
Construction	103.0	107.3	109.1	3.0	1.3	1.7	9.0	7.3	5.9
Transportation and public utilities	102.0	106.9	109.5	2.0	1.1	2.4	9.6	6.9	7.4
Wholesale and retail trade	101.3	105.8	106.5	1.3	1.8	.7	8.2	5.8	5.1
Wholesale trade	102.0	108.9	109.0	2.0	2.4	.1	9.7	8.9	6.9
Retail trade	101.0	104.5	105.5	1.0	1.5	1.0	7.7	4.5	4.5
Finance, insurance, and real estate	98.3	102.4	106.1	−1.7	−1.3	3.6	7.8	2.4	7.9
Services	103.6	110.0	112.5	3.6	1.1	2.3	10.0	10.0	8.6

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[1] Excludes farm and household workers.

COMPENSATION

Table 12. Employment Cost Index, private industry workers, by bargaining status and area size[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Workers, by bargaining status									
Union	102.5	108.4	110.6	2.5	1.8	2.0	10.9	8.4	7.9
Manufacturing	102.3	108.0	110.3	2.3	1.6	2.1	–	8.0	7.8
Nonmanufacturing	102.7	106.7	111.0	2.7	1.8	2.1	–	8.7	8.1
Nonunion	101.7	106.5	108.5	1.7	1.1	1.9	9.6	6.5	6.7
Manufacturing	101.8	106.6	108.4	1.8	.9	1.7	–	6.6	6.5
Nonmanufacturing	101.7	106.4	108.6	1.7	1.1	2.1	–	6.4	6.8
Workers, by area size									
Metropolitan areas	102.1	107.2	109.4	2.1	1.4	2.1	10.0	7.2	7.1
Other areas	101.8	107.0	108.6	1.8	.8	1.5	10.7	7.0	6.7

[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits). Farm and household workers are excluded.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

WAGES AND SALARIES

Table13. Employment Cost Index for wages and salaries only, private industry workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Workers, by bargaining status									
Union	102.7	108.1	110.3	2.7	1.5	2.0	9.8	8.1	7.4
Manufacturing	102.6	107.3	109.5	2.6	1.3	2.1	9.4	7.3	6.7
Nonmanufacturing	102.8	108.8	111.1	2.8	1.7	2.1	10.4	8.8	8.1
Nonunion	101.6	106.5	108.3	1.6	.9	1.7	8.8	6.5	6.6
Manufacturing	101.7	106.7	108.2	1.7	.8	1.4	8.9	6.7	6.4
Nonmanufacturing	101.6	106.4	108.3	1.6	.9	1.8	8.8	6.4	6.6
Workers, by region									
Northeast	101.7	106.7	109.7	1.7	.8	2.8	7.9	6.7	7.9
South	101.9	107.4	108.8	1.9	1.6	1.3	9.4	7.4	6.8
North Central	101.6	106.1	107.6	1.6	1.3	1.4	9.0	6.1	5.9
West	103.2	108.6	110.7	3.2	.6	1.9	10.4	8.6	7.3
Workers, by area size									
Metropolitan areas	102.1	107.1	109.1	2.1	1.1	1.9	9.1	7.1	6.9
Other areas	101.8	106.8	108.3	1.8	.8	1.4	9.5	6.8	6.4

[1] Excludes farm and household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1979				1980				1981				1982		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]															
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0	4.4	4.2
Over life of contract[3]	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	5.4	8.3	6.2	3.1	2.4
Wage-rate adjustments in-															
All industries															
First year	7.0	7.9	7.6	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.4	5.2	4.5
Contracts with COLA clauses[4]	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.3	2.8	3.1
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.8	11.5	8.8	7.3
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.9	7.1	7.0	7.6	8.0	7.9	6.7	4.2	3.7
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	3.0	2.0	2.2
Contracts without COLA clauses	7.0	7.8	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.5	7.7	6.9
Manufacturing															
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.8	7.4	7.0	7.3	7.4	7.2	5.5	2.9	2.9
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	3.0	1.7	2.3
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.6	9.4	8.0	6.4
Over life of contracts[3]	6.8	7.7	5.8	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.8	2.7	2.6
Contracts with COLA clauses	5.6	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.8	2.8	1.7	2.1
Contracts without COLA clauses	7.6	8.1	8.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.0	6.9	5.5
Nonmanufacturing															
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.8	11.2	11.4	11.2	9.4	7.1	6.0
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1	4.5	4.4
Contracts without COLA clauses	7.5	8.4	8.8	8.8	9.0	10.7	11.7	r12.2	11.9	12.7	12.3	12.1	12.0	9.1	7.6
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	8.4	8.2	8.3	8.3	8.6	9.4	8.8	7.4	5.6	4.9
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.8	3.1	2.5	2.5
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	9.9	7.9	7.2
Construction															
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.2	9.9	7.1
Contracts with COLA clauses	5.2	9.1	8.7	8.7	r8.7	r13.5	13.9	13.9	13.9	12.0	8.8	8.8	8.6	6.2	5.2
Contracts without COLA clauses	6.9	8.3	8.9	8.8	8.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.6	9.9	7.1
Over life of contract[3]	6.4	8.0	8.3	8.3	8.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.2	8.7	7.1
Contracts with COLA clauses	4.6	7.3	4.8	4.8	4.8	6.9	8.8	8.8	8.8	9.2	8.4	8.4	8.4	4.4	2.6
Contracts without COLA clauses	6.5	8.0	8.3	8.4	8.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.4	8.7	7.1

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[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

r = revised.

Table 15. Average percent changes in wages and compensation provided by major collective bargaining settlements[1] by year and by quarter

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1980				1981				1982		
							I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]																	
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.9	2.6	6.5
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	8.3	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.2	2.1	4.9
Wage adjustments in—																	
All industries:																	
First year	8.4	7.8	7.6	7.4	9.5	9.8	8.2	9.1	10.4	8.3	7.1	11.8	10.8	9.0	3.0	3.4	5.8
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.5	6.2	6.5	6.7	9.4	7.2	7.6	7.7	4.9	9.0	1.0	1.9	4.8
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	10.8	11.2	12.3	11.5	6.9	12.8	11.8	9.1	8.3	6.3	7.3
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	7.9	6.5	7.3	7.3	6.5	6.2	9.7	8.7	5.7	2.8	3.2	4.8
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	4.7	4.4	5.4	5.3	6.1	6.7	4.6	4.6	1.0	1.7	3.6
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	9.2	10.0	11.0	9.8	6.3	10.5	9.3	8.1	2.5	6.2	6.7
Manufacturing:																	
First year	8.9	8.4	8.3	6.9	7.4	7.2	7.2	6.8	7.8	6.4	8.2	9.0	6.6	2.5	1.7	1.7	5.5
Contracts with COLA clauses	8.6	8.1	8.0	5.6	6.5	6.2	5.5	5.7	8.0	7.5	7.1	6.6	5.9	4.5	1.3	1.5	5.4
Contracts without COLA clauses	9.8	9.0	8.6	9.4	10.3	7.6	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	7.6	4.3	8.0
Over life of contract[3]	6.0	5.5	6.6	5.4	5.4	6.1	5.7	5.1	5.2	5.8	5.5	6.7	7.5	5.4	2.7	1.6	4.2
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.7	1.4	4.1
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	6.9	4.0	4.7
Nonmanufacturing:																	
First year	7.7	7.4	7.4	8.0	10.9	11.2	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	3.4	6.2	6.1
Contracts with COLA clauses	8.1	7.9	6.5	7.0	9.7	8.9	8.7	11.6	9.8	5.8	8.2	8.5	3.0	9.8	.8	4.5	3.8
Contracts without COLA clauses	7.4	7.0	7.9	8.8	12.2	13.5	10.5	11.5	13.3	12.3	8.6	13.1	12.2	9.2	8.6	6.7	7.7
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.9	5.9	5.4
Contracts with COLA clauses	6.6	5.5	5.3	5.5	5.7	5.8	6.5	6.8	5.6	4.3	7.1	7.9	4.3	4.7	.4	3.5	2.7
Contracts without COLA clauses	7.0	6.6	6.9	8.0	10.8	9.9	9.0	10.3	11.8	10.6	8.0	10.7	9.5	8.5	7.9	6.6	7.2
Construction:																	
First year	6.1	6.3	6.5	8.6	13.6	13.5	10.8	12.2	15.4	14.3	11.4	12.9	16.4	r11.4	9.1	6.2	7.5
Contracts with COLA clauses	7.3	8.2	–	8.7	13.9	8.6	–	13.8	13.9	–	16.5	8.6	8.5	–	–	–	–
Contracts without COLA clauses	6.1	6.0	–	8.8	13.6	13.9	10.8	12.1	15.9	14.3	11.2	13.5	16.5	11.3	–	–	–
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9	6.4	7.1
Contracts with COLA clauses	6.0	7.3	–	4.8	8.8	8.4	–	7.2	9.6	–	8.7	8.4	8.7	–	–	–	–
Contracts without COLA clauses	6.2	6.1	–	8.4	12.0	11.6	9.1	10.8	14.1	12.0	10.4	11.5	12.4	11.7	–	–	–

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

p = preliminary.

r = revised.

Table 18. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1980				1981				1982		
							I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	1.0	2.0	2.3
Adjustments resulting from —																	
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.2	.4	.5
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.5	1.4	1.2
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.6	.7	.6	.7	.7	1.2	.6	.3	.2	.6
Total in—																	
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.9	.9	1.6
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0	2.7	2.8
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.2	1.7	2.9
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7	5.1	2.8
Transportation and public utilities	7.8	8.5	8.2	11.2	10.8	8.6	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.9	1.4	3.4
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.9	1.4	2.2
Services	5.7	6.7	8.8	7.0	8.1	9.6	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.5	2.3	2.0

[1] Data relate to private nonfarm industry agreements covering 1,000 or more production and related workers in manufacturing and 1,000 or more nonsupervisory workers in nonmanufacturing industries.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

p = prelimnary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	January 82	9.4	9.3	10.1	8.9	7.7
Northeast	January 82	9.3	8.7	9.1	9.2	8.5
Albany-Schenectady-Troy	September 82	8.7	11.3	9.0	9.2	7.4
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	August 82	7.2	7.2	7.8	8.1	4.4
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 82	9.2	7.4	9.6	8.9	8.9
Northeast Pennsylvania	August 82	9.1	11.0	5.5	6.6	8.6
Paterson-Clifton-Passaic	April 82	9.1	9.4	9.2	9.6	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	May 82	–	–	–	10.0	–
Poughkeepsie-Kingston-Newburgh	May 82	8.5	–	9.1	8.3	9.5
Providence-Warwick-Pawtucket	June 82	9.0	9.2	9.2	8.3	6.6
Trenton	September 82	8.0	7.4	4.3	4.9	5.0
Worcester	April 82	8.6	9.1	6.9	10.2	8.2
York	February 82	9.2	10.0	8.3	10.4	8.8
South	January 82	9.7	10.2	11.4	9.2	6.9
Atlanta	May 82	8.7	8.8	8.4	7.5	5.0
Baltimore	August 82	8.3	6.9	8.5	7.1	5.2
Chattanooga	September 82	8.6	8.5	9.1	7.3	6.3
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 82	7.3	8.6	6.4	6.9	5.0
Greenville-Spartanburg	June 82	10.9	12.4	11.8	10.4	5.2
Houston	May 82	9.9	11.1	9.8	9.3	3.8
Huntsville	February 82	7.0	–	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 81	8.8	8.7	13.9	9.7	9.0
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 81	10.0	9.8	–	8.1	10.2
New Orleans	October 82	9.1	10.3	–	8.1	3.2
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 82	9.7	10.2	–	7.6	7.8
Richmond	June 82	8.6	9.5	13.3	7.7	4.9
San Antonio	May 82	8.4	9.6	–	–	4.1
Washington	March 82	8.7	9.5	–	7.6	4.1
North Central	January 82	8.7	8.5	9.8	8.4	7.2
Chicago	March 81	8.9	9.1	11.2	7.6	6.8
Cincinnati	July 82	9.5	8.4	9.4	7.7	6.5
Cleveland	September 82	7.5	7.9	8.1	4.4	6.4
Columbus	October 81	9.6	10.5	11.8	9.0	9.1
Davenport-Rock Island-Moline	February 82	10.2	9.8	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 82	–	–	–	8.5	5.8
Indianapolis	October 81	7.5	9.3	8.8	8.0	8.1
Kansas City	September 81	9.5	8.6	10.1	9.8	9.1
Milwaukee	May 82	9.3	9.7	9.6	8.1	6.1
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 81	8.2	8.23	12.9	8.3	7.2
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	8.2
South Bend	August 82	7.2	7.1	7.1	6.6	5.6
Toledo	June 82	7.2	6.4	8.2	5.6	5.2
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	January 82	10.4	11.1	11.7	9.3	8.7
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 82	6.2	–	–	8.7	–
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 82	–	–	–	7.2	5.0
Los Angeles-Long Beach	October 81	11.1	13.1	12.8	10.2	9.9
Portland	June 82	8.1	7.7	–	7.2	6.5
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.8
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Major Collective Bargaining Settlements in Private Industry, First 9 Months 1982

Douglas R. LeRoy

Major collective bargaining settlements reached in private industry during the first 9 month of 1982 provided specified wage adjustments that averaged 3.8 percent in the first contract year. Wage adjustments averaged 3.5 percent each year over the life of the contracts. These averages compare with 8.3 and 6.4 percent, respectively, when the same parties bargaining previously (usually 2 to 3 year ago).

The Bureau's major collective bargaining settlements series covers 8.5 million workers in private industry bargaining units with at least 1,000 workers. In addition to the average settlement data presented above, data are published on "effective wage adjustments" which reflect actual wage adjustments received during the period. Effective wage adjustments are changes under current settlements, those deferred from agreements reached earlier, and those resulting from cost-of-living adjustments (COLA) clauses.

Settlements reached in the first 9 months of 1982

Three-fifths of the 2.7 million workers covered by settlements during the first 9 months will receive at least one specified increase during the life of the agreement. The average increase for these workers is 7.1 percent in the first contract year and 5.9 percent annually over the life of the contract. Workers who will receive increases are in a variety of industries, including construction, apparel, electrical equipment manufacturing, and utilities.

Almost all workers who will not receive specified increases are covered by settlements reached during the first half of the year, primarily in automobile manufacturing and trucking; nearly all of these workers are covered by cost-of-living adjustment clauses. (COLA's are not included in average settlement calculations because they depend on unknown future changes in the Consumer Price Index.)

Two-thirds of all workers under settlements concluded during the first 9 months of 1982 are covered by COLA clauses. Most of these workers will not receive a specified wage increase during the life of the contract. Therefore, the average size of settlements with COLA clauses was much lower than usual, accentuating the difference between contracts with and without COLA. First-year negotiated adjustments averaged 2.2 percent in settlements with COLA clauses compared with 7.1 percent in those without such clauses. Wage adjustments over the life of the contracts were 1.9 percent and 6.7 percent, respectively. Settlements with COLA clauses have an average duration of 34 months; those without such clauses averaged 25 months.

Construction industry settlements had the smallest 9-month increase since 1978. Wage adjustments for settlements in the first 9 months of 1982 averaged 7.0 percent the first year and 6.9 percent over the life of the agreements, compared with 11.3 and 10.0 percent, respectively, when the same parties previously bargained. The average duration for these contracts dropped to 22 months from 27 months under the previous agreements.

The Bureau also measures compensation (wage and benefit cost) changes in settlements covering at least 5,000 workers. In the first 9 months, such settlements provided compensation adjustments that averaged 3.3 percent in the first contract year and 2.5 percent over the life of the agreements.

Effective wage adjustments

Effective wage adjustments (both increases and decreases) under collective bargaining agreements result from (1) settlements reached during the period (2) deferred changes made under agreements negotiated in earlier periods, and (3) COLA provisions. Approximately 6.9 million workers received wage adjustments averaging 6.5 percent in the first 9 months of 1982; when prorated over all 8.5 million workers covered by major agreements, wage adjustments put into effect during the first 9 months of the year averaged 5.3 percent. About 1.6 million workers, including 1,238,000 under new settlements, had no wage change in the period.

Average wage changes (in percent) in the first 9 months were as follows:

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	For workers receiving adjustments	*For all workers (prorated)*
All adjustments	6.5	5.3
New settlements	7.3	1.0
Deferred adjustments	6.1	3.2
COLA increases	2.7	1.1

COLA clauses are designed to help workers recover purchasing power lost through price increases. The proportion of purchasing power recovered under individual bargaining agreements depends on the formula used to relate wage changes to price changes, the timing of COLA reviews, and possible "caps" on the amount of COLA increases. COLA reviews scheduled during the first 9 months of 1982 for 3.4 million workers yielded approximately three-fourths of the rise in consumer prices during the months of COLA review.

Approximately 161,000 workers had at least one COLA review that did not result in any wage adjustment. For 63 percent of these workers, no adjustment was made because the minimum change in the CPI was not reached; for 27 percent (primarily in the construction industry), the money generated by the COLA formula was allocated to finance employee benefits. Most of the remainder did not get an adjustment because the "cap" or maximum was reached earlier. In addition, COLA reviews that had been scheduled for 782,000 workers were eliminated by terms agreed to under unscheduled contract reopenings.

Bargaining activity, fourth quarter 1982

During the October-December 1982 period, 79 major agreements, covering 274,000 workers, are due to expire or may be reopened for wage negotiations. In addition, at least 68 agreements, covering 463,000 workers, expired prior to October 1, but new agreements had not been reached or ratified by the end of September.

Approximately 854,000 workers are scheduled to receive deferred wage changes, averaging 4.0 percent, during the fourth quarter. These changes will be made under provisions of existing bargaining agreements negotiated earlier. About 2.1 million workers, principally in the transportation equipment, steel, nonelectrical equipment, railroad and retail food industries are scheduled for COLA reviews.

Explanatory note about the data

This summary covers major collective bargaining units—those with 1,000 workers or more—in private nonfarm industry. It is limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing. About 1 out of 8 wage and salary workers in private industry (excluding households) is covered by a major bargaining agreement.

Settlement data

Percentage changes in wage rates are calculated by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, measures of compensation (wages and benefits) changes are calculated by dividing the change in value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (for example, methods of financing pensions or composition of the labor force) will remain constant. The data, therefore, are measures of negotiated changes and not of total changes in employer cost.

Data for settlements include specified first-year and deferred wage changes, but exclude potential wage changes resulting from COLA clauses. Settlements reached under both scheduled and unscheduled contract reopenings are included in the settlement data.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Effective wage adjustment data

Effective wage adjustments (both increases and decreases) are calculated by dividing wage changes implemented in a period by the average hourly wage rate at the beginning of the period.

Wage changes under COLA clauses are based on changes in the Consumer Price Index or other index specified in the contract for a specified review period. The average COLA adjustment is compared to the change in the index during the period used in calculating the amount of COLA changes.

The tables

Table 1 summarizes data on settlements concluded during the first 9 months of 1982. Measures are expressed as average wage "adjustments" to include settlements in which wage rates are increased, decreased, or unchanged.

Tables 2 through 5 show the distribution of workers by the average change in individual settlements. Means and medians are computed from these averages, which are weighted by the number of workers affected.

Table 6 provides data on settlements by contract duration.

Tables 7 and 8 provide quarterly data from 1980 through the third quarter of 1982. Table 7 shows settlement data by industry; table 8 provides effective adjustment data.

Additional historical settlement and wage-rate change information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics.

Data on public sector settlements of 5,000 workers or more are collected separately. Information on these units for the first half of 1982 was published in the September 1982 issue.

Table 1. Percentage changes in wage rates and compensation in settlements reached in the first 9 months of 1982

Characteristic	First-year change[1]	Annual change over life of contracts[2]	Number of workers (000's)
Wage-rate changes in settlements covering 1,000 workers or more:			
All industries	3.8	3.5	2,723
Contracts with COLA clauses	2.2	1.9	1,821
Contracts without COLA clauses	7.1	6.7	902
Manufacturing	2.7	2.4	1,447
Contracts with COLA clauses	2.3	2.0	1,203
Contracts without COLA clauses	5.9	5.2	183
Nonmanufacturing	5.1	4.6	1,276
Contracts with COLA clauses	2.2	1.5	558
Contracts without COLA clauses	7.4	7.0	719
Construction	7.0	6.9	350
Contracts with COLA clauses	([3])	([3])	([3])
Contracts without COLA clauses	([3])	([3])	([3])
All industries excluding construction	3.4	2.9	2,373
Contracts with COLA clauses	([3])	([3])	([3])
Contracts without COLA clauses	([3])	([3])	([3])
Nonmanufacturing excluding construction	4.4	3.7	927
Contracts with COLA clauses	([3])	([3])	([3])
Contracts without COLA clauses	([3])	([3])	([3])
Compensation changes in settlements covering 5,000 workers or more			
All industries	3.3	2.5	1,994
Contracts with COLA	2.5	1.8	1,654
Contracts without COLA clauses	7.1	6.8	339
Manufacturing	2.4	1.7	1,196
Contracts with COLA clauses	2.2	1.5	1,145
Contracts without COLA clauses	5.8	5.5	1,145
Nonmanufacturing	4.6	3.6	798
Contracts with COLA clauses	3.0	1.8	509
Contracts without COLA clauses	7.4	7.1	289
Construction	7.8	7.5	123
Contracts with COLA clauses	([3])	([3])	([3])
Contracts without COLA clauses	([3])	([3])	([3])
All industries excluding construction	3.0	2.1	1,870
Contracts with COLA clauses	([3])	([3])	([3])
Contracts without COLA clauses	([3])	([3])	([3])
Nonmanufacturing excluding construction	4.0	2.8	674
Contracts with COLA clauses	([3])	([3])	([3])
Contracts without COLA clauses	([3])	([3])	([3])

[1] Change effective within first 12 months of contract term.

[2] Total change over contract term expressed as an average annual (compound) rate.

[3] Data do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 2. First-year wage-rate adjustments in settlements covering 1,000 workers or more, first 9 months of 1982

Rate of adjustment[1]	Percent of workers affected: All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	45	55	33
Decreases	(2)	1	(2)
Increases	55	44	66
Under 2 percent	1	1	1
2 and under 4 percent	8	8	9
4 and under 6 percent	13	3	10
6 and under 8 percent	9	3	15
8 and under 10 percent	16	15	19
10 and under 12 percent	5	2	8
12 percent and over	3	1	5
Number of workers (in thousands)	2,723	1,447	1,276
Mean adjustment (percent)	3.8	2.7	5.1
Median adjustment (percent)	3.6	0	5.6

[1] Percent of estimated average hourly earnings, excluding overtime. Presents changes in wage rates decided upon during the period and effective within 12 months of the effective date of the agreement.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 3. Annual rate of wage-rate adjustments in settlements covering 1,000 workers or more, first 9 months of 1982

Rate of adjustment[1]	Percent of workers affected: All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	40	51	29
Decreases	(2)	–	(2)
Increases	59	49	71
Under 2 percent	6	2	10
2 and under 4 percent	7	6	7
4 and under 6 percent	22	32	11
6 and under 8 percent	12	5	20
8 and under 10 percent	9	3	17
10 and under 12 percent	2	1	4
12 percent and over	1	–	2
Number of workers (in thousands)	2,723	1,447	1,276
Mean adjustment (percent)	3.5	2.4	4.6
Median adjustment (percent)	3.6	0	5.2

[1] Percent of estimated average hourly earnings, excluding overtime. Presents the total amount of wage adjustments over the life of the agreement, reduced to an average annual (compound) rate.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 4. Annual rate of compensation adjustments in settlements covering 5,000 workers or more, first 9 months of 1982

Rate of adjustment[1]	Percent of workers affected	
	First year adjustment[2]	Adjustment averaged over life of contract[3]
All actions	100	100
No wage change	3	3
Decreases	9	33
Increases	88	65
Under 2 percent	44	19
2 and under 4	7	9
4 and under 6 percent	9	22
6 and under 8 percent	12	9
8 and under 10 percent	11	5
10 percent and over	5	1
Number of workers (in thousands)	1,994	1,994
Mean adjustment (percent)	3.3	2.5
Median adjustment (percent)	1.3	.4

[1] Percent of estimated average hourly compensation.

[2] Changes in wages and benefits decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in wages and benefits levels by the end of the contract period, expressed as an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlements.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 5. Annual rate of adjustment in compensation and wages in construction settlements covering 1,000 workers or more, first 9 months of 1982

Rate of adjustment[1]	Percent of workers affected			
	Compensation		Wages alone	
	First-year adjustment[2]	Adjustment averaged over life of contract[3]	First-year adjustment[2]	Adjustment averaged over life of contract[3]
All actions	100	100	100	100
No change	2	2	10	5
Decreases	–	–	–	–
Increases	98	98	90	95
Under 2 percent	8	3	4	3
2 and under 4 percent	6	14	12	15
4 and under 6 percent	16	13	12	13
6 and under 8 percent	27	29	20	23
8 and under 10 percent	17	25	21	24
10 and under 12 percent	15	9	12	10
12 and under 14 percent	6	5	4	4
14 percent and over	4	2	4	3
Number of workers (in thousands)	350	350	350	350
Mean adjustment (percent)	7.7	7.2	7.0	6.9
Median adjustment (percent)	7.7	7.2	7.4	7.1

[1] Percent of estimated average compensation in construction (wages and benefits) and percent of estimated average hourly earnings, excluding overtime (wages alone).

[2] Changes decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in pay levels by the end of the contract period, expressed as an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlement.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 6. Average wage-rate adjustments in settlements covering 1,000 workers or more reached during first 9 months of 1982, by duration of contract

Characteristics	Contract duration			
	6 months to under 18 months	18 months to under 30 months	30 months to under 42 months	All contracts[1]
Number of settlements	85	139	206	438
Number of workers (in thousands)	247	876	1,585	2,723
Average duration (months)	11.4	26.8	35.7	30.7
Percent adjustment in:				
First contract year	5.7	3.2	3.8	3.8
Second contract year	[2]0	2.8	3.7	[2]3.4
Third contract year	–	[3].1	2.6	[3]2.0
Average annual change over life of contract	5.8	3.1	3.3	3.5

[1] Includes 8 contracts covering 16,000 workers with a duration of 48 months not shown separately.

[2] Average is based only on settlements with a duration greater than 12 months.

[3] Average is based only on settlements with a duration greater than 24 months.

PRELIMINARY

Table 7. Average quarterly wage and compensation adjustments for settlements reached in 1980-third quarter 1982

Characteristics	Full year 1980	1981					1982		
		I	II	III	IV	Full year	I[1]	II[1]	III[2]
Wage rate adjustments (1,000 workers or more)									
First-year:									
All industries	9.5	7.1	11.8	10.8	9.0	9.8	3.0	3.4	5.8
Contracts with COLA clauses	8.0	7.6	7.7	4.9	9.0	8.0	1.0	1.9	4.8
Contracts without COLA clauses	11.7	6.9	12.8	11.8	9.1	10.6	8.3	6.3	7.3
Manufacturing	7.4	6.4	8.2	9.0	6.6	7.2	2.5	1.7	5.5
Contracts with COLA clauses	6.5	7.1	6.6	5.2	4.5	6.2	1.3	1.5	5.4
Contracts without COLA clauses	10.3	6.3	9.8	10.5	8.9	7.6	7.6	4.3	6.0
Nonmanufacturing	10.9	8.4	12.5	11.6	9.8	11.2	3.4	6.2	6.1
Contracts with COLA clauses	9.7	8.2	6.5	3.0	9.8	8.9	.8	4.5	3.8
Contracts without COLA clauses	12.2	8.6	13.1	12.2	9.2	12.1	8.6	6.7	7.7
Construction	13.6	11.4	12.9	16.4	11.4	13.5	9.1	6.2	7.5
All industries excluding construction	8.4	6.9	10.6	8.8	9.0	8.6	2.6	2.8	5.5
Nonmanufacturing excluding construction	9.5	8.0	11.8	8.6	9.8	9.8	2.7	6.2	5.6
Average annual change over life of contract:									
All industries	7.1	6.2	9.7	8.7	5.7	7.9	2.8	3.2	4.8
Contracts with COLA clauses	5.0	6.1	6.7	4.6	4.6	5.5	1.0	1.7	3.6
Contracts without COLA clauses	10.3	6.3	10.5	9.3	8.1	8.8	7.6	6.2	6.7
Manufacturing	5.4	5.5	6.7	7.5	5.4	6.1	2.7	1.6	4.2
Contracts with COLA clauses	4.4	5.1	5.2	4.8	3.7	4.8	1.7	1.4	4.1
Contracts without COLA clauses	8.9	5.6	8.3	8.8	7.2	6.6	6.9	4.0	4.7
Nonmanufacturing	8.3	7.7	10.3	9.2	5.8	8.8	2.9	5.9	5.4
Contracts with COLA clauses	5.7	7.1	7.9	4.3	4.7	5.8	.4	3.5	2.7
Contracts without COLA clauses	10.8	8.0	10.7	9.5	8.5	9.9	7.9	6.6	7.2
Construction	11.5	10.3	11.1	12.4	11.7	11.3	8.9	6.4	7.1
All industries excluding construction	6.0	6.0	8.3	7.3	5.6	6.7	2.4	2.6	4.5
Nonmanufacturing excluding construction	6.6	7.3	9.1	7.2	5.6	7.3	2.1	5.5	4.8
Compensation adjustments (5,000 workers or more)									
First year	10.4	7.7	11.6	10.5	11.0	10.2	1.9	2.6	6.5
Contracts with COLA clauses	9.9	8.5	4.5	4.5	11.4	10.0	.9	1.8	6.4
Contracts without COLA clauses	11.9	7.6	11.6	11.6	9.5	10.2	8.9	6.4	7.1
Average annual change over life of contract	7.1	7.2	10.8	8.1	5.8	8.3	1.2	2.1	4.9
Contracts with COLA clauses	5.8	6.3	4.4	4.4	5.0	6.7	.2	.3	4.3
Contracts without COLA clauses	10.6	7.3	8.8	8.8	8.2	9.0	8.0	6.2	7.1

[1] Preliminary revised.

[2] Preliminary.

PRELIMINARY

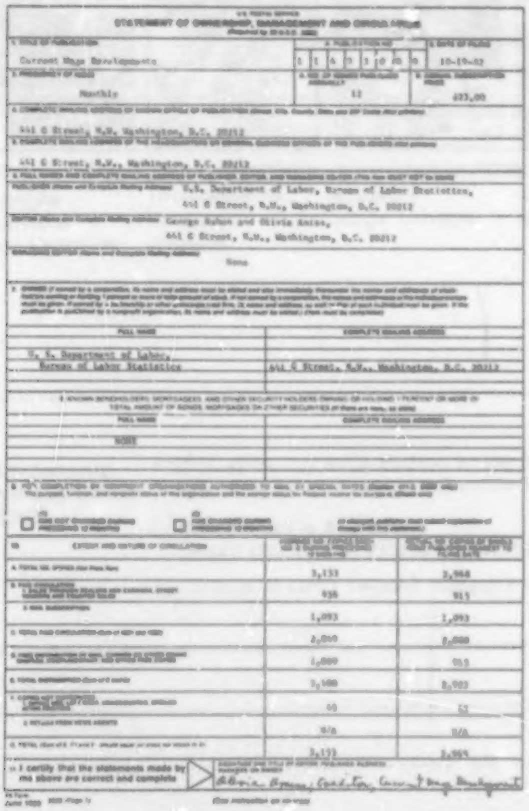
Table 8. Average quarterly effective wage adjustments, 1980-third quarter 1982

Characteristics	Full year 1980[1]	1981					1982		
		I	II	III	IV	Full year[1]	I[2]	II[2]	III[3]
Total effective adjustments	9.9	1.7	3.2	3.3	1.5	9.5	1.0	2.0	2.3
Current settlements	3.6	.4	1.1	.5	.4	2.5	.2	.4	.5
Prior settlements	3.5	.5	1.4	1.5	.4	3.8	.5	1.4	1.2
COLA provision	2.8	.7	.7	1.2	.6	3.2	.3	.2	.6
Total effective adjustments by industry:									
Manufacturing	10.2	2.3	2.4	3.1	1.9	9.4	.9	.9	1.8
Nonmanufacturing excluding construction	9.6	1.4	2.6	3.4	1.3	8.8	1.2	1.7	2.9
Construction	9.9	.6	6.5	3.3	.8	11.2	.7	5.1	2.8
Transportation and public utilities	10.8	1.1	2.2	4.0	1.4	8.6	.9	1.4	3.4
Wholesale and retail trade	7.6	2.5	1.6	3.2	.9	8.1	1.9	1.4	2.2
Services	8.1	1.5	3.3	2.9	1.9	9.6	1.5	2.3	2.0

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly change. Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

[2] Preliminary revised.

[3] Preliminary.



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B. 2.	1,093	1,093
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F. 2.	N/A	N/A
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In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981		1982									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.
Major bargaining settlements		X				X		X		X		
State and local government settlements	X				X						X	
Employment Cost Index quarterly article			X			X			X		X	
Employment Cost Index historical table							X					
Other articles					X[1]							
Index to wage and benefit changes in preceding year				X								

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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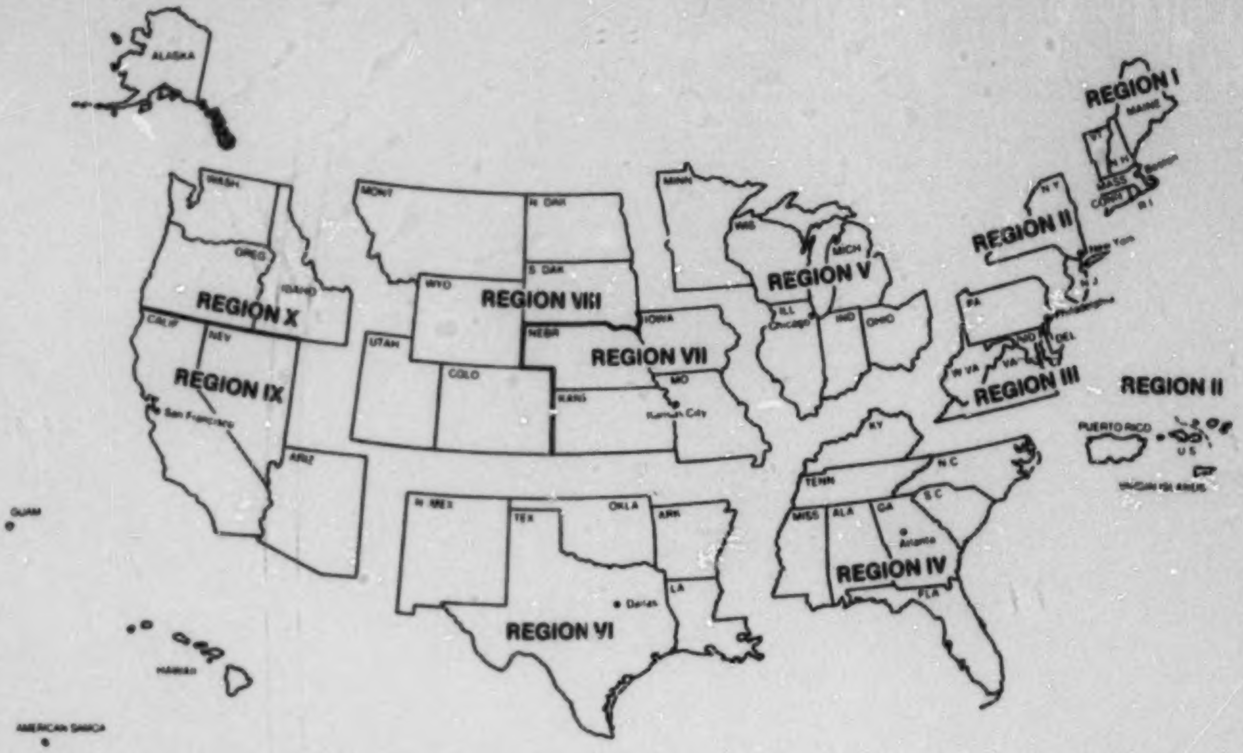

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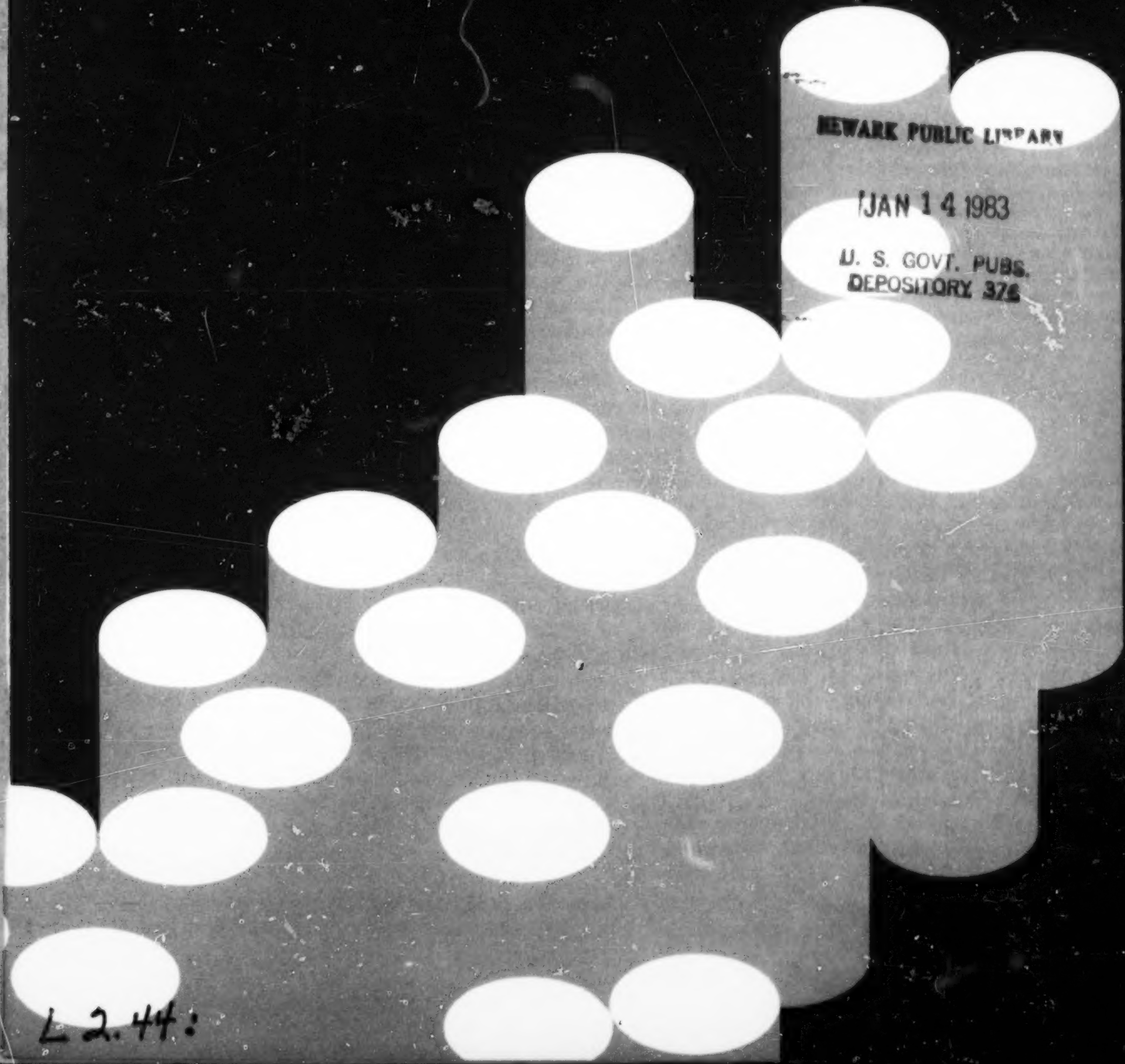

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Current Wage Developments

December 1982, Volume 3~~6~~4 Number 12

Editors: George Ruben, Olivia G. Amiss

A monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

Current Wage Developments is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $23 domestic; $28.75 foreign. Single copy $4.50 domestic; $5.65 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Controlled circulation rate paid at Laurel, Md.

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ISSN 0192-8163

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Wage Highlights

Steel negotiations terminated. The steel industry's hopes for immediate wage and benefit concessions from employees were ended in November when the Steelworkers Basic Steel Industry Conference rejected a tentative accord worked out by the union's leaders and the eight major producers that bargain as the Coordinating Committee Steel Companies. (The union body, composed of officials of local unions, has the final decision on proposed agreements.) This development, following the union's rejection of a July proposal by the companies (*Current Wage Developments*, September 1982, p. 1), apparently meant that bargaining would not be resumed until about May 1983 on renewal of wage and benefit contracts scheduled to expire in August 1983.

Steelworkers' President Lloyd McBride, who had supported some form of aid to the industry, said he was "disappointed, obviously" by the 231 to 141 vote against the proposed 45-month accord, which would have been effective December 1. McBride also said that it would be "futile" to meet with the employers in the near future.

During the period following the rejection of the July proposal, there had been increased expectations that the union and companies would be virtually forced into an accommodation, as the already stricken industry was hit by further cuts in production and employment. This expectation was strengthened when delegates to the Steelworkers' September convention authorized a resumption of negotiations with the companies after hearing union officers' assessments of the condition of the industry.

One of the major reasons for the turndown of the November accord was that it called for separation of "List 3" workers from steel producing workers for collective bargaining purposes. The 9,000 List 3 workers at the eight companies are employed in operations such as steel warehousing and chemical and limestone production. In recent years, the companies have pressed for the separate bargaining approach, contending that they are at a disadvantage in these product areas because their labor costs are higher than their competitors. This aspect of the proposed settlement was obviously unpopular with List 3 workers and their 75 local union leaders voted accordingly. The rejected settlement would have—

- Reduced wages by $1.50 an hour, to be restored in 50-cent steps on August 1 of 1983, 1984, and 1985.

- Reduced wages by a further 75 cents an hour to be used for replenishing depleted Supplemental Unemployment Benefit funds. This cut was to be restored in about a year depending on the condition of the particular company's SUB fund.

- Eliminated the quarterly cost-of-living adjustments scheduled for February and May of 1983 and revised the formula to provide for all future adjustments to be made semiannually, calculated at the existing rate of 1 cent an hour for each 0.3-point movement in the BLS-CPI-W (1967 = 100). However, any resulting adjustments would have been paid only to the extent permitted by a new linkage to the individual company's earnings from steelmaking. The rejection of the proposed contract meant that the workers will receive the February and May adjustments and the 9-cent adjustment that had been scheduled for November 1982 but had been placed in escrow pending the outcome of the negotiations.

- Reduced the premium for Sunday work to time and one-quarter pay, from time and one-half.

- Eliminated 1 paid holiday.

- Eliminated the extended vacation plan, under which employees receive as much as 13 weeks off once in every 5 years. (In the other 4 years, employees receive their normal annual vacations.)

The breakoff of talks also apparently signaled the demise of the Experimental Negotiating Agreement adopted in 1973 to stabilize production and employment by prohibiting strikes over national economic issues in exchange for giving workers an assured economic "floor" under wage and benefit settlements. In 1974, the ENA was extended to govern the 1977 wage and benefit bargaining and, in 1977, it was again extended to govern the 1980 bargaining. However, the ENA was not renewed in 1980 to govern 1983 wage and benefit bargaining, as the employers became increasingly concerned that the wage and benefit guarantee to workers was outstripping the cost savings resulting from the stabilization of production. The parties had engaged in occasional bargaining on renewal of the ENA early in 1982 but the issue was dropped later in the year when the wage and benefit bargaining started.

NFL strike ends. The longest strike in the history of professional athletics in the United States ended on

November 16, when the National Football League Players' Association and the 28-team league agreed on a 5-year contract. The 57-day walkout meant that each team would play only 9 regular games in the 1982 season, instead of 16. (Two of them were played before the start of the walkout.) The post-season playoff system was temporarily revamped to provide for the top eight teams in each of the two conferences to participate.

The settlement package, valued at about $1.28 billion over 5 years, plus $60 million for one-time bonuses, included: bonuses, payable immediately, ranging from $10,000 for rookies to $60,000 for veterans with at least 4 years of service; a minimum season salary scale ranging from $30,000 for rookies to $200,000 for 18-year players for the 1982 season, $40,000 to $200,000 for the 1983 season, and $50,000 to $200,000 for the 1985 season; establishment of severance pay of $40,000 for players dropped after 4 seasons (longer-service players who are cut from a team receive $10,000 more for each additional year of play); $1 million major medical coverage (formerly $250,000); allowing rookie players to have agents negotiate their individual salaries above the minimum (veterans also can continue to use agents, as long as the agents are approved by the union, or the players can authorize the union to negotiate their salaries); extension of the period in which a team retains exclusive rights to players who choose to start their careers in aother league to 4 years (from 2), and the team retains the right of first refusal.

The union did not win its demand that a percentage of each team's revenue be allocated for player salaries. Initially, the union sought 55 percent of gross revenue, then 50 percent of television revenue.

The only other times the union struck the league were in 1974 and 1975. Neither strike lasted into the regular season.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Pet Inc., Dairy Div. Tenn., Ky., Va., N.C., S.C., and Ga. Teamsters (Ind.)—1,100	26-44 cents 10/1/82	Increase under 3-year agreement negotiated 8/4/82 which also provided 38-90 cents retroactive to 10/1/81 and 26-44 cents 10/1/83; 4 weeks of paid vacation after 240 months (was 264) credited service; group insurance plan effective 12/4/81 provided—100 percent payment for second opinion on elective surgery up to $100 with no deductible; $2,000 (was $1,000) dependent life insurance for spouse and $1,000 for children (was a range of $100-500); medical and life insurance coverage for mentally retarded and physically handicapped dependents beyond age 19 and legal dependents between ages 19 and 23 if full-time student; $400 maximum (was $350) hospital miscellaneous charges; $500 (wes $450) surgical maximum; $100,000 (was $50,000) major medical; see CWD Feb. 1979.
H.J. Heinz Co. N.J., Pa., N.C., Ohio and Iowa United Food and Commercial Workers—3,100	21 cents 9/1/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
Smithfield Packing Co. Smithfield, Va. Food Processors (Ind.)—1,100	45 cents 12/82	Deferred increase raified 12/16/81 (CWD Mar. 1982).
Campbell Soup Co. Paris, Tex. United Food and Commercial Workers—1,350	50 cents 12/82	Deferred increase negotiated 12/81 (CWD Mar. 1982).
Chicago Meat Packers' Wholesalers Assn. and independent companies (drivers) Chicago, Ill. Teamsters (Ind.)—1,200	53 cents 11/1/82	Automatic annual cost-of-living adjustment; see CWD Dec. 1981.
Quaker Oats Co. Cedar Rapids, Iowa Retail, Wholesale and Department Store—1,050	7 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Dried Fruit Industry Santa Clara and San Jose, Calif. Longshoremen (ILWU—Ind.)	15-25 cents 8/1/82	3-year agreement negotiated 8/82 also provided: 15-22 cents on 8/1/83 and 8/1/84; 85 percent (was 90) of straight-time rate for new employees hired on or after 8/8/82; cost-of-living clause continued with 40 cents annual cap; $1,500 (was $1,000) maximum dental benefit; eligibility for seasonal health and welfare coverage after 2,200 hours' work over a 3-year period (was 700 hours in each of 3 preceding years); $8.50 month pension per year of credited service; expanded the term "immediate family" to include "grandchildren"; employees who have worked more than 1,300 but less than 1,400 hours in an anniversary year will receive one-half of their vacation entitlement at time of layoff; $200 year severance pay for employees having 10 years of service and $100 for employees having less than 10 years' service; see CWD Aug. 1981.
Winery Employers Association Fresno and Modesto, Calif. Distillery Workers—2,000	11 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
TEXTILE MILL PRODUCTS		
Malden Mills Lawrence, Mass. Ladies' Garment Workers —1,600	8 percent 12/1/82	Deferred increase negotiated 12/80 (CWD Feb. 1981).
APPAREL AND OTHER TEXTILE PRODUCTS		
Industrial Assn. of Juvenile Apparel Manufacturers, Inc. Various locations Ladies' Garment Workers —6,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
New York Coat and Suit Assn., American Cloak and Suit Manufacturers Assn. Various locations Ladies' Garment Workers —20,000	35 cents 12/1/82	Deferred increase negotiated 5/79 (CWD June 1979); see CWD Oct. 1981.
Affiliated Dress Manufacturers Inc. Various locations Ladies' Garment Workers —50,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
National Assn. of Blouse Manufacturers, Inc. Various locations Ladies' Garment Workers —3,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
Association of Garment Contractors Boston, Mass., and vicinity Ladies' Garment Workers —4,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
New England Clothing and Rainwear Manufacturers Assn. Boston, Mass., area Ladies' Garment Workers —1,500	6.25 percent 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).

Continued—Selected wage and benefit changes

APPAREL AND OTHER TEXTILE PRODUCTS—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
New England Sportswear Manufacturers, Assn. Boston, Mass., and vicinity Ladies' Garment Workers —1,500	6.25 percent 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
New England Apparel Manufacturers Assn., Inc. Fall River and New Bedford, Mass. Ladies' Garment Workers —2,000	6.25 percent 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
Infants' and Children's Coat Assn. New York, N.Y. Ladies' Garment Workers —3,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
National Skirt and Sportswear Assn., Inc. New York, N.Y., area Ladies' Garment Workers 1,500	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
Association of Rain Apparel Contractors, Inc. New York, N.Y. Ladies' Garment Workers —3,800	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
United Knitwear Manufacturers League New York, N.Y. Ladies' Garment Workers —3,600	30 cents 12/1/82	Deferred increase negotiated 6/82 (CWD Aug. 1982).
Plastic Soft Material Manufacturers Assn. New York, N.Y. Ladies' Garment Workers —4,000	6 percent 12/16/82	Deferred increase negotiated 12/80 (CWD Apr. 1981); see CWD Dec. 1981.
New Jersey Apparel Contractors Assn., Inc. New Jersey Ladies' Garment Workers —3,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
Knit Manufacturers of New Jersey Northern New Jersey Ladies' Garment Workers —3,000	35 cents 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
Atlantic Apparel Producer Assn. Philadelphia, Pa., area Ladies' Garment Workers —35,000	35 cents 12/6/82	Deferred increase negotiated 6/82 (CWD Nov. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS—Continued		
Philadelphia Apparel Producers Assn. Ladies' Garment Workers —5,000	6.25 percent 12/1/82	Deferred increase negotiated 5/82 (CWD Aug. 1982).
Knitted Outwear Manufacturers Assn. Philadelphia, Pa. Ladies' Garment Workers —5,000	30 cents 12/1/82	Deferred increase negotiated 6/82 (CWD Nov. 1982).
Allied Chemical Corp., Automotive Products Knoxville, Tenn. Clothing and Textile Workers —1,000	9 percent 12/1/82	Deferred increase negotiated 11/80 (CWD Feb. 1981); see CWD Dec. 1981.
PAPER AND ALLIED PRODUCTS		
Westvaco Corp. N. Charleston, S.C. Paperworkers—750 and Electrical Workers (IBEW)—100	7 percent 7/1/82	3-year agreement negotiated 10/23/82—(retroactivity does not include period 8/20/82 to 10/30/82) also provided 6 percent on both 7/1/83 and 7/1/84; 13th paid holiday; 4 weeks' vacation after 12 years (was 15); $17.50 month (was $17) pension for each year of credited service, increasing to $18 in 2d year; settlement preceeded by 3-week strike; no recent listing.
PRINTING AND PUBLISHING		
Chicago Lithographers Assn., Inc. Chicago, Ill. Graphic Arts—4,200	64 cents 10/1/82	Automatic semiannual cost-of-living adjustment; see CWD June 1982.
Employing Lithographers of Los Angeles Los Angeles, Calif. Graphic Arts—1,000	10 cents 11/1/82	Automatic semiannual cost-of-living adjustment; see CWD June 1982.
CHEMICALS AND ALLIED PRODUCTS		
Merck & Co., Inc. New Jersey and Pennsylvania Oil, Chemical and Atomic Workers—3,000	9 cents 11/82	Automatic quarterly cost-of-living adjustment; previously received 25 cent adjustment 8/82; see CWD June 1982.
E.R. Squibb and Sons, Inc. New Brunswick, N.J. Oil, Chemical and Atomic Workers	10 cents 8/1/82	Automatic quarterly cost-of-living adjustment—maximum permitted by agreement; see CWD Aug. 1982.
Allied Chemical Corp., Industrial Chemicals Div. Solvay and Tully N.Y. Steelworkers—1,100	26 cents 10/15/82	Automatic quarterly cost-of-living adjustment; previously received 13 cents adjustment in 7/82; see CWD Aug. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CHEMICALS AND ALLIED PRODUCTS—Continued		
Dow Chemical Co. Midland, Mich. Steelworkers—4,450	5 cents 11/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents adjustment in 8/82; see CWD June 1982.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Plastic and Metal Products Manufacturers Assn. New York, N.Y. area Ladies' Garment Workers —5,000	$12 week 7/1/82	3-year agreement negotiated 7/82 also provided: $12 week effective 7/1/83 and 7/1/84; 3 days' (was 2) funeral leave; see CWD July 1981.
LEATHER AND LEATHER PRODUCTS		
Interco-Florsheim Shoe Co. Various locations Clothing and Textile Workers; Food and Commercial Workers—5,000	20 cents 11/1/82	3-year agreement negotiated 10/7/82 also provided: 15 cents on 11/7/83, 10 cents on 6/4/84, 20 cents on 11/5/84, and 10 cents on 6/3/85; $5.50 month (was $5.25) pension benefit 1/1/83, increasing to $5.75 on 1/1/84, and to $6 on 1/1/85; $40,000 major medical (was $35,000), increasing to $50,000 on 11/5/84; $65 week (was $60) sick and accident benefit effective 11/5/84; see CWD June 1982.
STONE, CLAY, AND GLASS PRODUCTS		
United States Potters Assn. Various locations Pottery Workers—1,100	No change 11/15/82	3-year agreement negotiated 11/15/82 also provided: 27½ cents wage increase 11/15/83 and 30 cents 11/15/84; no benefit changes; see CWD Dec. 1981.
Chinaware Manufacturers (Buffalo China, Inc., Allegheny-Buffalo China, Inc., Sterling China Co., The Walker China Co., Mayer China Products, Jackson Vitrified China Co.) New York, Pennsylvania and Ohio Pottery and Allied Workers —1,500	No changes 11/1/82	1-year agreement negotiated 11/1/82 provided no wage or benefit changes; no recent listing.
Corning Glass Works Corning, N.Y. Flint Glass Workers—4,000	59 cents 11/10/82	Deferred increase negotiated 1/81 (CWD Apr. 1981); see CWD Apr. 1982.
PRIMARY METAL INDUSTRIES		
Kennecott Corp. (skilled trades) Various locations Steelworkers and 22 other unions	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Kennecott Corp. (was Kennecott Copper, Corp.)-smelting and refining operations Various locations Steelworkers and 22 other unions	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Phelps Dodge Corp. (smelting and refining operations) Various locations Steelworkers and other unions	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Asarco, Inc. Tex., Ariz., and Wash. Steelworkers; Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.) —3,300	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment see CWD Sept. 1982.
Asarco, Inc. Lead and Zinc facilities Tex., Neb., Mont., Colo., N. Mex., and Idaho Steelworkers—1,400	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents adjustment 7/1/82; see CWD June 1982.
NL Industries, Inc. Doehler Jarvis Castings Div. Batavia, N.Y.; Pottstown, Pa.; and Toledo, Ohio Automobile Workers—2,000	13 cents 9/82	Automatic quarterly cost-of-living adjustment; previously received 4 cents adjustment in 6/82; see CWD Apr. 1982.
The Anaconda Co., Brass Div., a subsidiary of Atlantic Richfield Co. Waterbury and Ansonia, Conn., Buffalo, N.Y.; Detroit, Mich.; Kenosha, Wis.; and Los Angeles, Calif. Steelworkers; Automobile Workers; and Machinists —2,100	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment;
National-Standard Co. Worcester, Mass.; Clifton, N.J.; Akron, Ohio; and Niles, Mich. Steelworkers—1,200	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
White Consolidated Industries, Inc., Blaw-Knox Co., Blaw-Knox Foundry & Mill Machinery, Inc. Aetna Standard Engineering Co. Pa., W. Va., and Ind. Steelworkers—3,000	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents adjustment 7/82; see CWD June 1982.
Ohio Ferro-Alloys Corp. Powhatan Point and Philo (Canton), Ohio and Mt. Meigs (Montgomery), Ala. Steelworkers—1,000	44 cents 10/1/82	19 cents automatic quarterly costs-of-living adjustment plus 25 cents deferred increase negotiated 10/80 (CWD Feb. 1982); see CWD Sept. 1982.

Continued—Selected wage and benefit changes

PRIMARY METAL INDUSTRIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
American Steel Foundries, a Division of Amstead Industries Alliance, Ohio; Hammond and East Chicago, Ind.; and Granite City, Ill. Steelworkers—4,000	43 cents 10/1/82	19 cents automatic quarterly cost-of-living adjustment plus 24 cents deferred increase negotiated 10/80 (CWD Feb. 1981); see CWD Sept. 1982.
Revere Copper Products, Inc. (was Revere Copper and Brass, Inc.) Rome, N.Y. Mechanics Educational Society—1,000	10 cents 11/1/82	Deferred increase negotiated 1/29/81 (CWD Nov. 1981); see CWD Sept. 1982.
Amax, Inc., U.S. Metals Refinery Co. Div. Carteret, N.J. Steelworkers—1,400	19 cents 10/82	Automatic quarterly cost-of-living adjustment; previously received 12 cents adjustment 7/82; see CWD June 1982.
Midland-Ross Corp.; National Castings Div. Sharon, Pa. Steelworkers—1,050	20 cents 11/1/82	Deferred increase negotiated 11/80; see CWD Sept. 1982.
Stockham Valves & Fittings, Inc. Birmingham, Ala. Steelworkers—1,500	24 cents 6/10/82	3-year agreement negotiated 6/10/82 also provided: wage reopener 6/10/83; no other wage or benefit changes; see CWD Aug. 1979.
Buckeye International, Inc., Buckeye Steel Castings Co. Columbus, Ohio Steelworkers—1,350	5 cents 10/1/82	Automatic quarterly cost-of-living adjustment; previously received 19 cents adjustment 7/82 and 4 cents adjustment 4/82; see CWD Apr. 1982.
Wagner Castings Co. Decatur, Ill. Allied Industrial Workers—1,000	22 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Neenah Foundry Co. Neenah, Wis. Molders—1,100	9 cents 7/4/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.

FABRICATED METAL PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
American Can Co., Continental Group, Inc., National Can Corp., and Crown, Cork & Seal Co. Various locations Steelworkers	8 cents 11/15/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Continental Group, Inc. and American Can Co. Various locations Machinists—3,700	8 cents 11/15/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
True Temper Corp. N.Y., Ohio, W. Va., and Miss. Steelworkers—1,300	14 cents 10/1/82	Automatic quarterly cost-of-living adjustment; previously received 15 cents adjustment 7/82; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Martin Marietta Corp. Aerospace Div. Baltimore, Md.; Orlando, Fla. and Denver, Colo. Automobile Workers—3,250	3 percent 11/9/82	Deferred increase negotiated 11/81 (CWD May 1982); see CWD Aug. 1982.
Jos. Schlitz Brewing Co., Container Div. Winston-Salem, N.C.; Tampa Fla.; Oak Creek, Wis.; and Chatsworth, Calif. Steelworkers—1,000	9 cents 11/82	Automatic quarterly cost-of-living adjustment; previously received 25 cents adjustment 8/82; see CWD Aug. 1982.
Hollow Metal Door and Buck Assn., Inc. New York, N.Y., area Carpenters and Joiners—900	62 cents 8/1/82	3-year agreement negotiated 8/1/82 also provided: 56 cents 8/1/83 and 55 cents 8/1/84; 50 cents per hour (was 6 percent) to pension fund; 75 cents per hour (was 6 percent) to pension fund; 75 cents per hour (was 7 percent) to health and welfare fund, increasing to 88 cents 8/1/83 and $1.02 8/1/84; see CWD Sept. 1981.
The Babcock & Wilcox Co. Barberton, Ohio; Wilmington, N.C.; West Point, Miss.; Paris, Tex. Boilermakers—4,000	9 cents 10/16/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
Wire and Metal Products Manufacturers Guild, Inc. New York, N.Y., area Teamsters (Ind.)—1,800	40 cents 10/1/82	Deferred increase negotiated 10/81 (CWD Aug. 1982).
Kelsey-Hayes, Heintz Div. Philadelphia, Pa. Automobile Workers—1,000	19 cents 11/82	Automatic quarterly cost-of-living adjustment; previously received 14 cents adjustment 8/82; see CWD Aug. 1982.
ITT Grinnell Corp. Columbia, Pa. Molders—1,000	60 cents 10/11/82	Deferred increase negotiated 10/81 (CWD Aug. 1982).
Commercial Shearing, Inc. Youngstown, Ohio; Chicago, Ill.; and Salt Lake City, Utah Steelworkers—1,200	19 cents 10/82	Automatic quarterly cost-of-living adjustment; previously received 9 cents adjustment 7/82; see CWD June 1982.
Aluminum Co. of America Cleveland, Ohio Automobile Workers—1,000	27 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.
Atlas Crankshaft Corp. Fostoria, Ohio Automobile Workers—1,250	6 percent 10/28/82	Deferred increase negotiated 11/1/81 (CWD May 1982) previously received 20 cents automatic cost-of-living adjustment in 9/82; see CWD Aug. 1982.
National Lock Div. of Keystone Consolidated Industries Rockford, Ill. Automobile Workers—1,200	19 cents 10/82	Automatic quarterly cost-of-living adjustment previously received 12 cents quarterly adjustment in 7/82; see CWD Aug. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Olin Corp. East Alton, Ill. Machinists—3,500	3.5 percent 12/1/82	Deferred increase negotiated 12/2/80 previously received 16 cents automatic quarterly cost-of-living adjustment on 9/6/82; see CWD Aug. 1982.
Stanadyne, Inc., Chicago Div. Belwood, Ill. Automobile Workers—1,000	9 cents 11/82	Automatic quarterly cost-of-living adjustment; previously received 2.5 cents adjustment 8/82; see CWD Aug. 1982.
The West Bend Co. West Bend, Wis. Allied Industrial Workers—1,200	40-81 cents 12/3/82	Deferred increase negotiated 1/82; see CWD Aug. 1982.
Kohler Co. Kohler, Wis. Automobile Workers—3,500	14 cents 10/1/82	Deferred increase negotiated 10/80 (CWD Jan. 1981); see CWD Aug. 1982.
Bendix Corp. Kansas City, Mo. Machinists—3,600	32 cents 10/11/82	Deferred increase negotiated 10/4/81 (CWD May 1982).
United Metal Trades of Oregon and Vicinity Portland, Oreg., area Metal Trades Council (8 unions)—1,800	20 cents 9/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
FMC Corp. Northern Ordnance Fridley, Minn. Automobile Workers—2,300	14 cents 10/4/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Aluminum Co. of America Vernon, Calif. Automobile Workers—1,000	27 cents 9/82	Automatic quarterly cost-of-living adjustment; previously received 6 cents adjustment 6/82 and 8 cents adjustment 3/82; see CWD Oct. 1981.
MACHINERY, EXCEPT ELECTRICAL		
Chicago Pneumatic Tool Co. Utica, N.Y. Machinists—1,200	25 cents 10/1/82	Automatic irregular cost-of-living adjustment; see CWD Sept. 1982.
Borg-Warner Corp., York Div. York, Pa. Automobile Workers—2,000	7 cents 10/3/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Mesta Machine Co. West Homestead, Pa. Steelworkers—1,000	3 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Wean United, Inc. Youngstown, Ohio Steelworkers—1,800	9 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Reed Tool Co. Houston, Tex. Steelworkers—1,300	9 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Rheem Manufacturing Co., Fort Smith Plant Fort Smith, Ark. Steelworkers—1,200	7 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Garner-Denver Co. Quincy, Ill. Machinists—1,000	7 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Outboard Marine Corp., Evinrude Motors Div. Milwaukee, Wis. Steelworkers—1,000	7 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
California Metal Trades Assn. San Francisco Bay, Calif., area Machinists—2,000	7 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
G.T.E. Sylvania Electric Products, Inc. National Various—3,000	8 percent 8/23/82	3-year agreement negotiated 10/1/82 also provided: 7 percent in both 2d and 3d years; annual cost-of-living adjustment clause maintained providing 1 cent for every 0.2 percent rise in BLS-CPI-W (1967 = 100) above 7 percent in 2d and 3d years; $13-$16 month (was $10-$14) pension for each year of credited service, increasing to $13.25-$17 in 2d year; first listing.
Crouse-Hinds Co., a subsidiary of Cooper Industries, Inc. Syracuse, N.Y. Electrical Workers (IBEW)—2,000	12 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Bendix Corp., Electrical Components Div. Sidney, N.Y. Machinists—2,400	13 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Ford Aerospace and Communications Corp. Connersville, Ind. Electrical Workers (IUE)—1,600	7 cents 11/16/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
The Eureka Co., Div. of National Union Electric Corp. Bloomington, Ill. Machinists—1,250	7 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Whirlpool Corp., St. Joseph Div. St. Joseph & Benton Harbor, Mich. Machinists—1,600	21 cents 11/1/82	Automatic semiannual cost-of-living adjustment; see CWD July 1982.
McGraw Edison Co., Bussman Manufacturing Div. St. Louis, Mo. Independent Fuse Workers—1,950	7 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT		
Rockwell International, Automotive group Ind., Ky., Mich., and Wis. Automobile Workers—5,200	See next column 9/30/82	34-month agreement negotiated 4 months early on 9/82 provided: no specified wage increase over term; first three cost-of-living adjustments eliminated with adjustments resuming 9/83 of 1 cent for each 0.26-movement in the BLS-CPI-W (1967 = 100); 19-31 cents (was 17-29) hour company contribution to Supplementary Unemployment Benefit (SUB) Plan, new $900,000 extended SUB account to help pay continuous benefits after 5 years service, new $400,000 funding for 104 weeks (was 52 weeks, not guaranteed) benefits after 10 years service, $1,200,000 advanced credit to existing SUB fund; lump sum for plant shut down or terminees in the amount they would have received in COLA and 3 percent annual improvement factor increases had they been in effect for life of old contract; added 12 months insurance for layoffs since 4/82; $13.50 month company contribution to Medicare Part B; see CWD Oct. 1982.
Eaton Corp. Louisville, Ky.; Battle Creek and Marshall, Mich.; and Cleveland, Ohio Automobile Workers—1,500	19 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
American Standard Inc., Westinghouse Air Brake Div. Wilmerding and Swissvale, Pa. Electrical Workers (UE-I) —2,500	8 cents 11/1/82	Automatic quarterly cost-of-living adjustment; previously received 22 cents adjustment 8/1/82; see CWD July 1982.
Hayes International Corp. Birmingham, Ala. Automobile Workers—1,800	6 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
General Dynamics Corp., Fort Worth Div. Fort Worth, Tex. Machinists—4,300	24 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
General Dynamics Corp. Fort Worth, Tex. Office and Professional Employees—1,500	24 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Goodyear Aerospace Corp. Akron, Ohio Automobile Workers—1,450	21 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWd Sept. 1982.
Huffy Corp. Celina, Ohio Steelworkers—1,650	15 cents 12/82	Deferred increase negotiated 6/81 (CWD Aug. 1981); see CWD June 1982.
Dana Corp., Spicer Axle Div. Fort Wayne, Ind. Allied Industrial Workers —2,200	29 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Gates Learjet Corp. Wichita, Kans. Machinists—1,700	19 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
A.O. Smith Corp. Milwaukee, Wis. Smith Steelworkers (Ind.) —3,000	19 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
McDonnell Douglas Corp. St. Louis, Mo. Machinists—9,600	18 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Solar Turbines, Inc. San Diego, Calif. Machinists—1,600	18 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Pacific Coast Shipbuilders Assn. Calif., Oreg., and Wash. Metal Trades Council—11,000	7 cents 11/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Freightliner Corp. Portland, Oreg. Machinists—1,700	See next column 7/1/82	3-year agreement negotiated 7/82 provided: continued triannual cost-of-living adjustments but deferred the Oct. and Feb. adjustments and paid them together with the 6/1/83, 6/1/84, and 6/1/85 increases, respectively, less 15 cents for maintenance of benefits; 20 cents (was 52.5) 3d shift differential, but workers on 3d shift received increase in total pay as a result of reduced work hours with no loss in pay; see CWD Sept. 1982.
INSTRUMENTS AND RELATED PRODUCTS		
Timex Corp. Little Rock, Ark. Machinists—1,200	18 cents 12/4/82	Deferred increase negotiated 4/82 (CWD June 1982).
MISCELLANEOUS MANUFACTURING		
Bic Pen Corp. Milford, Conn. Rubber Workers—1,150	60 cents general increase plus 6.5 cents for skilled 12/1/82	Deferred increase negotiated 11/81 (CWD Feb. 1982).
National Association of Doll Manufacturers Inc. New York, N.Y. Toy Workers—3,500	$15 week 7/1/82	3-year agreement negotiated 6/82 also provided: $15 week on both 7/1/83 and 7/1/84; $17 month company payment to health and welfare plan (was $16); 2 weeks' severance pay after 5 years of service (was 1 week) and 4 weeks pay after 10 years (was 2); cost-of-living reopener if CPI increase exceeds 7 percent; see CWD Sept. 1980.
Stuffed Toy Manufacturers Association Inc. New York, N.Y. Toy Workers—1,000	$15 week 7/1/82	3-year agreement negotiated 6/82 also provided: $15 week on both 7/1/83 and 7/1/84; $17 month company payment to health and welfare plan (was $16); 2 weeks' severance pay after 5 years of service (was 1 week) and 4 weeks pay after 10 years (was 2); cost-of-living reopener if CPI increase exceeds 7 percent; see CWD Sept. 1980.

Continued—Selected wage and benefit changes

NONMANUFACTURING

MINING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bituminous Coal Operators Assn. and other operators Various States United Mine Workers (Ind.) —160,000	15 cents 12/1/82	Deferred increase negotiated 5/81 (CWD July 1981).
Iron ore mining companies Various locations Steelworkers—16,000	9 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
White Pine Copper Co. White Pine, Mich. Steelworkers—1,100	9 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
The Anamax Mining Co., Twin Buttes Operation Tucson, Ariz. Steelworkers—1,200	9 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
Phelps Dodge Corp. Utah, Nev., Ariz. and N. Mexico Steelworkers—4,000	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
The Anaconda Co. Mont., Ariz., and Nev. Steelworkers, Teamsters (Ind.) and Metal Trade Council —4,800	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Kennecott Corp. Utah, Nev., Ariz., and and New Mexico Steelworkers and 13 other unions—9,000	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Duval Sierrita Corp. and Duval Corp. (copper miners) Tucson and Kingman, Ariz. Steelworkers; Teamsters (Ind.) —2,300	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
Magma Copper Co. Arizona Steelworkers—4,900	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Inspiration Consolidated Copper Co. Arizona Steelworkers—1,600	19 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1982.
Climax Molybdenum Co., Div. of American Metal Climax, Inc. Oil, Chemical and Atomic Workers—2,300	16 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD July 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION		
Association of Bituminous Contractors, Inc. National United Mine Workers (Ind.)—11,000	15 cents 12/1/82	Guaranteed quarterly cost-of-living adjustment not contingent on movement of the BLS-CPI; see CWD Sept. 1982.
Building Trades Employers Assn. Southeastern, Mass. Carpenters and Joiners—1,000	70 cents 12/1/82	Deferred increase negotiated 6/24/81 (CWD Oct. 1981); see CWD June 1982.
Associated General Contractors of America, Inc.; and others Boston, Mass. Carpenters and Joiners—8,000	$1.40 12/1/82	Deferred increase negotiated 7/81 (CWD Oct. 1981); see CWD July 1982.
Labor Relations Div. of Construction Industries of Massachusetts, Inc. Boston, Mass. Laborers—1,200	50 cents 12/1/82	Deferred increase negotiated 6/24/81 (CWD Aug. 1981); see CWD June 1982.
Associated General Contractors of America, Inc. Boston, Mass. Bricklayers	$1.15 12/1/82	Deferred increase negotiated 8/81 (CWD Oct. 1981); see CWD July 1982.
Associated General Contractors of America, Inc. (building and site construction agreement) Rhode Island Laborers—1,750	70 cents 12/6/82	Deferred increase negotiated 6/12/81 (CWD Dec. 1981); see CWD June 1982.
Associated General Contractors of America, Inc. Upstate New York Teamsters (Ind.)—2,000	92 cents 4/1/82	3-year agreement ratified 4/26/82 also provided: $1.10 on 4/1/83 and $1.15 on 4/1/84, with distribution between wages and benefits to be determined later; $1 hour to pension fund (was 95 cents); $1.19 to health and welfare fund (was $1.11); see CWD Apr. 1981.
Mason Contractors Assn. Pittsburgh, Pa. Bricklayers—1,000	25 cents 12/1/82	Deferred increase negotiated 6/14/82 (CWD Aug. 1982).
West Virginia Contractors Bargaining Assn. West Virginia Steelworkers—2,000	11 percent 12/15/82	Deferred increase negotiated in 1982 (CWD Oct. 1982).
Constructors' Labor Council of West Virginia, Inc. West Virginia Various unions—7,600	$0.45-$1.56 12/6/82	Deferred increase negotiated in 1/82 (CWD May 1982).
South Central Employers Ark., Okla., Tex., and La. Boilermakers—4,500	25 cents 12/10/82	Deferred increase negotiated in 6/81 (CWD Dec. 1981); see CWD June 1982.
Equipment Owners Assn. Ft. Lauderdale, Fla., area Operating Engineers—1,000	25 cents 12/1/82	Deferred increase negotiated 5/27/82 (CWD Aug. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Dallas, Tex. Electrical Workers (IBEW) —1,275	95 cents 12/1/82	Deferred increase negotiated in 6/81 (CWD Oct. 1981); see CWD June 1982.
Associated Contractors of Ohio, Inc. Akron, Ohio Carpenters and Joiners	50 cents 12/1/82	Deferred increase negotiated 6/14/82 (CWD July 1982).
National Electrical Contractors Assn. Indianapolis, Ind. Electrical Workers (IBEW)	40 cents 12/1/82	Deferred increase negotiated 5/31/82 (CWD July 1982).
Associated General Contractors of America, Inc. Wisconsin Carpenters and Joiners—5,000	50 cents 12/7/82	Deferred increase negotiated 6/4/82 (CWD July 1982).
Western Field Construction Negotiating Committee 9 Western States Boilermakers—5,000	0-$1.53 10/1/82	2-year agreement ratified 10/18/82 also provided: wage and benefit reopening 10/1/83; $1.55 hour to health and welfare fund (was $1.45) and $1.65 on 7/1/83; 6 cents to apprenticeship and training fund (was 4); see CWD Apr. 1982.
Denver Metropolitan Assn. of Plumbing, Heating, and Cooling Contractors; Mechanical Contractors Assn. of Colorado Denver, Colo. Plumbers—1,900	80 cents 12/1/82	Deferred increase negotiated 6/11/81 (CWD Aug. 1981); see CWD June 1982.
National Electrical Contractors Assn. Los Vegas, Nev. Electrical Workers (IBEW) —1,000	$1.20 12/1/82	Deferred increase negotiated 4/4/81 (CWD Aug. 1981); see CWD June 1982.
National Electrical Contractors Assn. Santa Clara, San Benito, and Santa Cruz counties, Calif. Electrical Workers (IBEW) 1,800	80 cents 12/1/82	Deferred increase negotiated 6/2/82 (CWD Aug. 1982).
National Electrical Contractors Assn. Alameda County, Calif. Electrical Workers (IBEW) —1,100	$1 12/1/82	Deferred increase negotiated 11/16/81 (CWD Aug. 1982).
National Electrical Contractors Assn. Orange County, Calif. Electrical Workers (IBEW) —1,400	$1 12/1/82	Deferred increase negotiated in 2/82 (CWD July 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Los Angeles, Calif. Electrical Workers (IBEW) —6,000	$1.60 12/15/82	Deferred increase negotiated in 7/81 (CWD Oct. 1981); see CWD June 1982.
Associated General Contractors of America, Inc.; and others San Diego, Calif. Carpenters and Joiners—7,500	55 cents 12/28/82	Deferred increase negotiated in 7/80 (CWD Nov. 1980); see CWD June 1982.
National Electrical Contractors Assn. San Diego, Calif. Electrical Workers (IBEW) 1,900	$1 12/1/82	Deferred increase negotiated 2/10/82 (CWD Aug. 1982).
National Electrical Contractors Assn. Seattle, Wash. area (King, Jefferson, Kitsap, and Clallam counties) Electrical Workers (IBEW) —1,600	75 cents 12/1/82	Deferred increase negotiated 5/25/80 (CWD Dec. 1981).
Mechanical Contractors Assn. of Washington Seattle, Wash., area Plumbers—1,300	50 cents 12/1/82	Deferred increase negotiated in 5/82 (CWD Sept. 1982).
TRANSPORTATION AND PUBLIC UTILITIES		
Class I railroads National United Transportation Union —85,000	See next column	39-month agreement negotiated 10/82 provided: wage increases applied to base rates (exclusive of any cost-of-living allowance in effect) of 2 percent and 3 percent retroactive to 4/1/81 and 10/1/81 respectively, 3 percent 7/1/82, and 3 percent 7/1/83; continued cost-of-living escalator clause providing semiannual adjustments of 1 cent for each 0.3 point change in BLS-CPI-W (1967 = 100) starting 7/82 (32, 35 and 22 cents adjustments were specified in contract for 7/81, 1/82, and 7/82 respectively—the amounts that would have been paid under formula) with semiannual and annual "caps" of 4 and 8 percent, respectively, and incorporates into base rates cost-of-living allowance in effect 1/1/83 effective 12/31/83 and of 50 percent of allowance effective 6/30/84; 11th paid holiday 1983; 3 and 4 weeks' paid vacation after 8 (was 9) and 17 (was 18) years' service, respectively, starting 1982; establishment of 1 and 2 days of paid personal leave for employees with 8 and 17 years' service, respectively, starting in 1982; $10,000 (was $6,000) life insurance, $6,000 (was $4,000) maximum AD & D, increased hospital-surgical-medical benefits, $500,000 (was $250,000) major medical maximum, increased dental benefits, and $75,000 (was $50,000) maximum for early retirement major medical plan starting in 1982; established 3 days' paid bereavement leave; see CWD Apr. 1981.
Conrail National United Transportation Union —16,100	See next column	39-month agreement negotiated 10/82 which conformed to 5/81 understanding that employees would forego 10 percent of pay increases under subsequent national railroad settlements negotiated by the respective unions (on 10/82 by the United Transportation Union with the NRLC) for the 4/1/81 through 12/31/81 period and 12 percent (less previous pay increases not received) for the 1/1/82 through 12/31/82 period (this resulted in 2.22 percent of base rates general wage

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
		increase and 22 cents specified cost-of-living adjustment retroactive to 7/1/82 for UTU members at Conrail—the 1st pay increases under the contract); other terms same as national agreement (see above listing for national contract for UTU); see CWD Apr. 1981.
Amtrak National Service Workers Council (Transport Workers, Clerks, and Hotel and Restaurant Employees)—2,400	See next column	29-month agreement negotiated 11/82 similar to earlier agreements negotiated at Amtrak 5/82 (see CWD Aug. 1982) except that additional 4 cents hourly paid in lieu of 11th paid holiday 1/1/83; see CWD Apr. 1981.
Continental Airlines (flight attendants) National Union of Flight Attendants —1,900	5 percent 12/1/82	Deferred increase negotiated 8/81 (CWD Apr. 1982); see CWD June 1982.
Western Airlines (clerical and agents) National Air Transport Employees (Ind.) —4,500	10 percent pay cut 5/17/82	Result of agreement negotiated 5/82 which also extended 3/81 contract (CWD Apr. 1981) until 5/17/83 at which time original contract rates restored; see CWD Aug. 1981.
Greyhound Lines National Amalgamated Transit—14,300	See next column	Deferred increase negotiated 2/81 (CWD Mar. 1981) of 15 cents an hour or 3 mills per mile for operators and 20 cents hourly (18 cents Western States) for station, maintenance, and office employees plus automatic quarterly cost-of-living adjustment of 7 cents hourly or 3.5 mills per mile for all employees 11/1/82; see CWD Sept. 1982.
US Air (ground service) National Machinists—1,900	6 percent 11/1/82	Deferred increase negotiated 8/82 (CWD Oct. 1982).
United Air Lines (ground service) National Machinists—13,500	8 percent (4 percent food service) 11/1/82	Deferred increase negotiated 3/82 (CWD May 1982).
Western Airlines (ground service) National Teamsters (Ind.)—1,900	20 cents 10/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
RCA Global Communications, Inc. Various locations Teamsters (Ind.)—1,000	10 percent 12/1/82	Deferred increase negotiated 12/80 (CWD Mar. 1981); see CWD Jan. 1982.
Industrial Refuse Collecting Contractors New York City, N.Y., area Teamsters (Ind.)—2,000	$26 weekly 12/82	Deferred increase negotiated 12/81 (CWD Mar. 1982).
Atlantic City Electric Co. Atlantic City, N.J. Electrical Workers (IBEW) —1,000	9.1 percent 12/13/82	Deferred increase negotiated 12/30/81 (CWD May 1982).

Continued—Selected wage and benefit changes

TRANSPORTATION AND PUBLIC UTILITIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Louisville Gas and Electric Louisville, Ky. Electrical Workers (IBEW)—2,700	10 percent 11/82	Automatic annual cost-of-living adjustment; see CWD Mar. 1982.
Florida Power Corp. St. Petersburg, Fla., area Electrical Workers (IBEW)—2,000	9.2 percent 12/82	Deferred increase ratified 3/8/82 (CWD May 1982).
Great Lakes Assn. of Marine Operators Great Lakes area Seafarers (SIU)	9 cents 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1982.
Consumer Power Co. Michigan (excluding Detroit) Utility Workers—4,900	24 cents 9/6/82	Automatic triannual cost-of-living adjustment; see CWD July 1982.
Public Service Co. of Colorado Denver, Colo. Electrical Workers (IBEW)—3,000	9 percent 12/6/82	Deferred increase ratified 2/24/82 (CWD May 1982).
Southern California Rapid Transit District (drivers) Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties, Calif. United Transportation Union—4,600	20 cents 12/1/82	Deferred increase negotiated 9/19/82 also provided 20 cents retroactive to 6/1/82, 20 cents effective both 6/1/83 and 12/1/83, and 20 cents on 6/1/84 and 12/1/84; 6 cents cost-of-living adjustment effective 9/1/82 and quarterly reviews thereafter at 1 cent for each 0.4 percent change in the local Consumer Price Index; minimum time part-time drivers can work each day is reduced to 2½ hours (was 3); 32-month settlement preceded by 5-day strike; first listing.
MTL, Inc. Honolulu, Hawaii Teamsters (Ind.)—1,200	6 percent 11/1/82	Deferred increase negotiated 11/81 (CWD Feb. 1982); see CWD Apr. 1982.

WHOLESALE AND RETAIL TRADE

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Automotive Parts Distributors Assn., Inc. New York, N.Y., area Teamsters (Ind.)—1,300	20 cents 10/82	Automatic annual cost-of-living adjustment; see CWD May 1982.
A & P, Acme, and P.S.C. stores Upstate New York and Western Pa. Food and Commercial Workers—4,800	25 cents 12/1/82	Deferred increase negotiated 8/80 (CWD Oct. 1980); see CWD June 1981.
Kroger Co. Pittsburgh, Pa., W. Va., United Food and Commercial—3,560	25 cents 10/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.
Kroger Co. West Virginia, Kentucky and Ohio United Food and Commercial Workers—3,400	25 cents 10/3/82	Automatic semiannual cost-of-living adjustment; see CWD May 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Bruno Food Stores Alabama United Food and Commercial—2,500	20 cents 9/25/82	3-year agreement negotiated 10/4/82 also provided: 10 cents on 3/27/83, 10 cents 9/25/83, 15 cents 3/18/84, 20 cents 9/24/84 and 30 cents 3/24/85; 35 cents hour company payment to pension fund (was 30), increasing to 40 cents in 2d year and to 45 cents in 3d; $129 month company payment to health and welfare for full-time employees (was $115) and $46.50 month for part-time (was $42.50); see CWD Jan. 1980.
Safeway Stores, Inc. Ark., Tex., Okla., and N. Mex. Teamsters (Ind.)—2,800	2 percent 12/1/82	Deferred increase negotiated 6/80 (CWD Sept. 1980); see CWD Dec. 1981.
Kroger and J. Weingarten food stores Houston, Tex. Teamsters (Ind.)—1,000	23 cents 12/1/82	Deferred increase negotiated 6/80 (CWD Sept. 1980); see CWD Dec. 1980.
Industrial Employers and Distributors Assn., San Francisco Employers' Council, Penisula Employers' Council, United Employers, and independent companies Central and Northern California Teamsters (Ind.); Longshoremen (Ind.)—25,000	32 cents 12/1/82	Deferred increase negotiated 7/82 (CWD Nov. 1982).
East Bay Motor Car Dealers, Inc. Alameda, Contra Costa, and San Joaquin Counties, Calif. Teamsters (Ind.); Machinists; Painters; and United Food and Commercial Workers—1,000	60 cents 12/1/82	Deferred increase negotiated 6/80 (CWD Aug. 1980); see CWD Dec. 1981.
New Car Dealers of Contra Costa and independent dealers Contra Costa, Calif. Machinists—1,000	80 cents 12/1/82	Deferred increase negotiated 6/80 (CWD Aug. 1980); see CWD Dec. 1981.
FINANCE, INSURANCE, AND REAL ESTATE		
New York Stock Exchange, Depository Trust Co., Securities Industry Automation Corp. New York, N.Y. Office and Professional Employees—2,700	8 percent 10/31/82	Deferred increase negotiated 2/82 (CWD Mar. 1982).
Hospital Service Plan of New Jersey, Medical Service Plan of New Jersey Newark, N.J. Office and Professional Employees—1,550	4 cents 11/5/82	Automatic quarterly cost-of-living adjustment—maximum allowed by contract; see CWD Oct. 1982.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE—Continued		
Blue Cross-Blue Shield United of Wisconsin Wisconsin Office and Professional Employees—1,200	10 percent 11/82	Deferred increase negotiated 1/81 (CWD May 1981); see CWD Nov. 1981.
Northwestern Mutual Life Insurance Co. Milwaukee, Wis. Office and Professional Employees—1,550	$48 to $72 a year—salaried; 3 to 6 cents—hourly 11/1/82	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1982.
SERVICES		
Phonograph record labor agreement National Musicians—6,400	7 percent 12/1/82	Deferred increase negotiated 12/81; previously received 7 percent wage increase 12/1/82; first listing.
RCA Service Co., a Div. of RCA Corp. National Electrical Workers (IBEW)—2,400	See next column	Deferred increase of 32.5 cents hourly negotiated 1/81 (CWD Mar. 1981) plus automatic semiannual cost-of-living adjustment of $4.60 a week 11/1/82; see CWD May 1982.
Albert Einstein College of Medicine of Yeshiva University (professional, technical, clerical, and service workers) New York, N.Y. Retail, Wholesale, Department Store—1,300	7.5 percent 10/1/82	2-year agreement negotiated 10/82 also provided: 7.5 percent 10/1/83; additional increases for some workers due to shortening workweek from 37.5 to 35 hours (already in effect for most workers) 10/1/82; 8.5 (was 8) percent of gross payroll employer payment to pension fund 4/1/84; $40,000 a year fund established to provide every other weekend off for clinical employees 4/1/84; $520 (was $208) minimum increase when employee promoted 10/1/82; full severance pay for those permanently unable to work due to work-related disability 10/1/82; prorated benefits for part-time employees who average 3.5 hours or more a week during a contract quarter above regularly scheduled hours of work 10/1/82; see CWD Nov. 1981.
New York City Laundries New York, N.Y., area Clothing and Textile Workers—6,000	30 cents hourly—inside workers; $25 weekly—drivers 12/1/82	Deferred increase negotiated 12/81 (CWD Feb. 1982).
Building Operators Labor Relations Philadelphia, Pa. Service Employees—3,000	55 cents hourly—mechanics; 40 cents hourly—general maintenance 11/1/82	Deferred increase negotiated 10/81 (CWD May 1982).
Master Laundry Agreement Michigan Laundry Workers—1,600	9 cents 11/1/82	Deferred increase negotiated 5/81 (CWD Sept. 1981); see CWD May 1982.
Kaiser-Permanente of Northern California Northern California Service Employees—7,000	9 percent 10/31/82	Deferred increase negotiated 11/81 (CWD Mar. 1982).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Dry cleaning agreement San Francisco, Calif. Teamsters (Ind.)—1,000	15 cents 12/5/82	Deferred increase negotiated 6/81 (CWD Sept. 1981); see CWD June 1982.
Leland Stanford Junior University (laborers and technicians Palo Alto, Calif. Service Employees—1,400	See next column	3-year agreement negotiated 10/82 provided: wage increases of 10 percent retroactive to 9/1/82, 7 percent 9/1/83, and 7.5 percent 9/1/84; continuation of cost-of-living adjustment clause providing 2.5 cents for each full point rise in San Francisco-Oakland BLS-CPI for Sept. 1984 over 341.0 with maximum adjustment of 25 cents effective 11/1/84; $10 increase in employer payment for medical plan dependent coverage 9/1/82; settlement preceded by 1-month strike; first listing.
Council of Hawaii Hotels Hawaii Hotel and Restaurant Employees—10,500	8 percent 12/1/82	Deferred increase negotiated 5/81 (CWD Nov. 1981).
PUBLIC ADMINISTRATION		
U.S. Postal Service National Postal Workers—300,000; Letter Carriers—195,000; and Rural Letter Carriers—63,000	$541 year-full-time; 26 cents hour-part-time 11/13/82	Automatic semiannual cost-of-living adjustment; see CWD July 1982.
U.S. Postal Service National Mail Handlers Div. of Laborers International Union—37,000	$541 year-full-time; 26 cents hour-part-time 11/82	Automatic semiannual cost-of-living adjustment; see CWD July 1982.
Fire fighters Chicago, Ill. International Association of Fire Fighters—4,500	2.5 percent 12/1/82	Deferred increase negotiated 2/82 (CWD Apr. 1982).
Police officers Los Angeles, Calif. Los Angeles Police Protective League—6,700	5 percent retroactive to 7/1/82	3-year agreement negotiated 10/82 also provided: 2 percent increase effective 1/1/83, 6.5 percent on 7/1/83, and 6.5 percent on 7/1/84; premium pay for working July 4th, beginning in 1984; increased city contribution for police officers' medical coverage to a maximum of $227 per month; see CWD Oct. 1981.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1981: January	6	12	12.0	29.6	257.9	.01
February	7	10	10.7	20.9	118.5	.01
March	16	20	201.6	207.8	861.8	.04
April	17	27	48.0	223.5	4,085.2	.20
May	18	27	85.1	259.0	4,454.0	.24
June	30	43	200.1	415.1	2,618.3	.13
July	23	38	80.1	125.4	1,575.5	.08
August	9	17	36.2	86.6	1,017.9	.05
September	5	10	26.3	65.2	898.8	.05
October	7	11	13.4	48.3	793.6	.04
November	5	6	11.9	13.5	140.9	.01
1982p: January	2	4	6.1	11.4	199.9	.01
February	2	6	2.5	13.9	236.9	.01
March	3	8	8.3	21.3	5352.2	.02
April	9	16	35.7	55.3	480.3	.02
May	14	21	43.7	60.0	636.1	.03
June	17	25	41.4	64.5	894.0	.04
July	11	22	36.3	62.2	830.9	.04
August	r14	r23	r40.3	r58.2	r757.1	.04
September	14	r27	390.0	r422.0	r2,090.8	.11
October	3	r13	r39.9	r69.6	r912.6	.05
November	1	6	2.2	43.7	816.5	.04

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[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explantion of the measurement of idleness as a percentage of the total time worked is found in "Total Economy Measure of Strike Idleness," Monthly Labor Review, October 1968.

p = preliminary.

r = revised.

Table 2. Work stoppages involving 1,000 workers or more during November 1982

Organization involved and location	Beginning date	Ending date	Number of workers[1]	Days of idleness in November
Brown & Sharpe Manufacturing Co. North Kingstown, R.I. Machinists	10/19/81		1,600	32,000
Time-DC, Inc. Nationwide Teamsters (Ind.) and Machinists	4/1/82		2,500	50,000
National Football League Nationwide Football Players	9/21/82	11/16/82	1,500	16,500
Caterpillar Tractor Company Colo., Ill., Iowa, Ohio, Pa., and Tenn. Automobile Workers	10/1/82		[2]34,800	696,000
Rubbermaid, Inc. Wooster, Ohio Rubber Workers	10/1/82	11/4/82	[3]1,100	6,600
Carrier Corp. Syracuse, N.Y. Sheet Metal Workers	11/1/82	11/9/82	2,200	15,400
Total beginning in November: Total in effect in November:	1 stoppages 6 stoppages		2,200 43,700	 816,500

[1] The number of workers involved are rounded to the nearest hundred.

[2] Approximately 20,400 workers struck on 10/1/; by 10/12, about 14,000 additional workers had been furloughed because of the strike.

[3] Revised.

NOTE: The work stoppage of Marine and Shipbuilding Workers at Alabama Drydock and Shipbuilding Co. in Mobile, Ala. involved fewer than 1,000 workers; prior to the beginning of the strike on 8/7/82, a substantial number of workers had been laid off. This information was received too late for inclusion in earlier issues.

Major Agreements Expiring in January

Employer and location	Industry	Labor organization[1]	Number of workers
Associated Produce Dealers and Brokers of Los Angeles, Inc. (California)	Wholesale trade	Teamsters (Ind.)	2,200
Bunker Ramo Corp. (Illinois)	Electrical products	Electrical Workers (IBEW)	1,250
Campbell Soup Co. (Napoleon, Ohio)	Food products	Food and Commercial Workers	1,850
Caterpillar Tractor Co. (Joliet, Ill.)	Machinery	Machinists	5,700
Champion Spark Plug Co. (Interstate)	Electrical products	Auto Workers	4,300
Dana Corp., Spicer Axle Division (Fort Wayne, Ind.)	Transportation equipment	Allied Industrial Workers	2,300
Erwin Mills (North Carolina)	Textiles	Textile Workers	1,700
General Mills Fun Group, Inc., Kenner Products Division (Cincinnati, Ohio)	Miscellaneous manufacturing	Allied Industrial Workers	2,200
Greater Seattle Retail Drug Association, Inc. (Seattle, Wash.)	Retail trade	Food and Commercial Workers	2,500
Industrial Relations Council of Furniture Manufacturers in Southern California	Furniture	Carpenters	1,200
Johns-Manville Sales Corp. (Manville and Finderne, N.J.)	Stone, clay, and glass products	Paperworkers	1,550
Kelsey-Hayes Co. (Detroit and Romulus, Mich.)	Transportation equipment	Auto Workers	1,500
Kroehler Manufacturing Co. (Interstate)	Furniture	Upholsterers	1,100
Levingston Shipbuilding Co. (Orange, Texas)	Transportation equipment	Orange Metal Trades Council	1,700
Magic Chef, Inc. (Cleveland, Tenn.)	Fabricated metal products	Molders	1,250
Masonite Corp., Hardboard Division (Laurel, Miss.)	Lumber	Woodworkers	1,000
National Electrical Contractors Association, Inc., Western Pennsylvania Chapter	Construction	Electrical Workers (IBEW)	1,250
Philip Morris U.S.A. (Richmond, Va.)	Tobacco	Bakery, Confectionery and Tobacco Workers	7,200
Philip Morris U.S.A. (Louisville, Ky.)	Tobacco	Bakery, Confectionery and Tobacco Workers	2,450
R. H. Macy and Co., Inc., Bamberger Division (Newark, N.J.)	Retail trade	Food and Commercial Workers	1,800
Union Carbide Corp., Agricultural Products Co. (Institute, W. Va.)	Chemicals	Machinists	1,100
United Technologies Corp., Pratt and Whitney Aircraft Group, Government Products Division (West Palm Beach, Fla.)	Transportation equipment	Machinists	1,550

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes; real spendable earnings are current earnings adjusted adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance and Social Security.

The Index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the 35 current series. Compensation indexes begin in December 1979 for white-collar, blue-collar and service workers, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier, negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the gorup. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
1977 dollars	5.36	5.38	5.21	5.10	5.18	5.25	5.29	5.14	4.89	4.83
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.91	235.10	255.20
1977 dollars	198.41	198.35	190.12	184.16	186.85	189.00	189.31	183.41	172.74	170.13
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents):[1]										
Current dollars	121.68	127.38	134.61	145.65	155.87	169.93	180.71	194.82	206.40	220.57
1977 dollars	176.35	173.78	165.37	164.02	166.00	169.93	167.95	162.49	151.65	147.05
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	66.1	71.3	78.0	85.5	92.9	100.0	108.6	119.1	131.4	144.1
1977 dollars	95.7	97.3	95.9	96.3	98.9	100.0	100.9	99.4	96.7	96.0
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	66.7	71.8	78.5	86.1	93.0	100.0	108.6	118.6	130.6	143.2
1977 dollars	96.7	97.9	96.5	96.9	99.0	100.0	100.8	99.0	96.1	95.4
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
1977 dollars	101.2	101.1	98.3	97.6	99.0	100.0	100.5	97.4	93.5	92.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1981		1982										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.70	$7.76	$7.79	$7.80
1977 dollars	4.83	4.81	4.86	4.84	4.85	4.85	4.83	4.78	4.77	4.78	4.81	4.81	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	262.20	262.24	255.95	262.39	261.99	262.27	265.52	267.40	269.98	271.04	270.05	270.31	269.88
1977 dollars	169.71	169.30	164.70	168.31	168.37	167.80	168.16	167.33	167.90	168.24	167.42	167.06	*
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.5	148.6	149.3	150.4	150.8	151.1
1977 dollars	92.7	92.6	93.6	93.3	93.5	93.7	93.4	92.4	92.4	92.7	93.2	93.7	*
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	$7.71	$7.74	$7.72	$7.76	$7.78
1977 dollars	4.81	4.80	4.82	4.82	4.84	4.86	4.85	4.82	4.81	4.82	4.80	4.79	*
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	261.50	261.10	258.69	263.55	263.15	264.89	267.75	267.68	269.08	269.35	268.66	269.27	269.19
1977 dollars	168.82	167.91	165.93	168.62	168.90	169.69	169.89	166.14	167.97	167.61	166.87	166.32	*
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	148.2	–	–	150.9	–	–	153.4	–	–	155.7	–	–	*
1977 dollars	95.6	–	–	96.5	–	–	97.1	–	–	96.8	–	–	*
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	147.4	–	–	150.1	–	–	152.3	–	–	154.7	–	–	*
1977 dollars	95.1	–	–	96.1	–	–	96.4	–	–	*	–	*	*
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.0	148.9	149.9	150.1	150.8	151.0
1977 dollars	92.3	92.3	92.9	92.8	93.3	93.7	93.7	93.1	93.0	93.2	93.2	93.1	*

[1] Production and nonsupervisory workers.

* Not available.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
In dollars										
Average hourly earnings, private nonfarm economy	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25
Mining	4.44	4.75	5.23	5.95	6.46	6.94	7.67	8.49	9.17	10.05
Contract construction	6.06	6.41	6.81	7.31	7.71	8.10	8.66	9.27	9.94	10.80
Manufacturing	3.82	4.09	4.42	4.83	5.22	5.68	6.17	6.70	7.27	7.99
Transportation and public utilities	4.65	5.02	5.41	5.88	6.45	6.99	7.57	8.16	8.87	9.70
Wholesale and retail trade	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06	5.48	5.93
Wholesale trade	3.85	4.08	4.39	4.73	5.03	5.39	5.88	6.39	6.96	7.57
Retail trade	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53	4.88	5.25
Finance, insurance, and real estate	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27	5.79	6.31
Services	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36	5.85	6.41
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	69.8	74.1	80.0	86.7	92.9	100.0	108.1	116.8	127.3	138.9
Mining	63.7	68.5	75.9	85.4	92.5	100.0	112.2	122.9	134.2	148.3
Contract construction	75.1	79.2	84.2	90.3	95.1	100.0	106.7	114.1	121.9	131.9
Manufacturing	67.8	71.9	78.1	85.9	92.5	100.0	108.2	117.6	129.4	141.9
Transportation and public utilities	66.7	71.9	77.5	84.3	92.2	100.0	108.2	116.8	127.2	139.4
Wholesale and retail trade	71.1	75.2	81.2	87.3	92.9	100.0	109.1	118.0	127.8	138.2
Wholesale trade	71.5	75.7	81.4	87.7	93.3	100.0	109.1	118.6	129.0	140.1
Retail trade	70.8	75.0	81.1	87.0	92.7	100.0	109.1	117.7	127.2	137.1
Finance, insurance, and real estate	73.1	77.1	82.9	89.2	94.0	100.0	107.6	116.0	127.0	138.1
Services	70.6	74.9	80.7	86.5	92.9	100.0	107.4	115.1	125.5	137.3
Average hourly earnings, all Federal executive branch employees	150.0	161.1	*	*	199.5	214.1	229.6	244.9	*	*

[1] Production and nonsupervisory workers.

* Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1981			1982										
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
	Data before seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy[1]	$7.42	$7.47	$7.45	$7.55	$7.54	$7.55	$7.58	$7.63	$7.64	$7.67	$7.70	$7.76	$7.79	$7.80
Mining	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.93	11.04	10.96	10.99
Contract construction	11.16	11.18	11.26	11.59	11.32	11.33	11.32	11.46	11.41	11.53	11.60	11.68	11.81	11.69
Manufacturing	8.16	8.20	8.27	8.42	8.34	8.37	8.42	8.45	8.50	8.55	8.51	8.59	8.56	8.62
Transportation and public utilities	9.94	10.05	10.06	10.10	10.13	10.07	10.14	10.17	10.20	10.29	10.43	10.46	10.47	10.52
Wholesale and retail trade	6.01	6.04	6.02	6.17	6.16	6.16	6.18	6.20	6.20	6.21	6.22	6.26	6.30	6.31
Finance, insurance, and real estate	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.78	6.87	6.90	6.96	7.01
Services	6.58	6.67	6.66	6.79	6.79	6.77	6.81	6.85	6.84	6.87	6.90	6.99	7.05	7.07
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	142.0	143.2	143.5	145.5	145.4	145.5	146.5	147.4	147.6	148.6	149.3	150.4	150.8	151.1
Mining	151.4	153.4	153.4	156.2	156.0	156.0	156.5	156.8	159.6	161.3	161.5	163.2	162.1	162.8
Contract construction	136.3	136.3	136.7	139.7	136.5	136.8	137.4	139.3	139.1	140.8	141.6	142.5	143.8	141.2
Manufacturing	145.4	146.4	147.4	149.3	149.1	149.8	150.9	151.5	152.4	153.3	153.6	154.7	154.7	155.4
Transportation and public utilities	143.0	144.6	145.0	145.8	146.3	145.4	146.4	147.2	147.3	148.3	150.3	151.4	151.7	152.4
Wholesale and retail trade	140.0	140.8	140.9	143.0	143.3	143.5	144.3	145.2	144.9	145.5	145.9	146.7	147.1	147.4
Wholesale trade	143.3	144.4	144.6	146.7	146.8	146.6	147.5	148.6	148.0	149.1	150.0	150.6	151.3	151.3
Retail trade	138.3	138.9	139.0	141.0	141.4	141.8	142.6	143.4	143.3	143.5	143.7	144.7	144.8	145.3
Finance, insurance, and real estate	140.7	142.6	141.5	143.7	144.9	144.2	145.4	147.9	146.9	148.3	150.1	150.7	151.8	152.8
Services	140.6	142.3	142.3	141.5	144.9	144.6	145.6	146.5	146.6	147.8	148.3	149.7	150.5	151.0
	Data after seasonal adjustment													
In dollars														
Average hourly earnings, private nonfarm economy	$7.40	$7.45	$7.46	$7.52	$7.53	$7.54	$7.59	$7.65	$7.67	$7.71	$7.74	$7.72	$7.76	$7.78
Mining[2]	10.25	10.39	10.41	10.65	10.62	10.62	10.65	10.66	10.82	10.91	10.93	11.04	10.96	10.99
Contract construction	11.06	11.14	11.22	11.52	11.34	11.39	11.43	11.54	11.51	11.56	11.58	11.56	11.70	11.64
Manufacturing	8.16	8.20	8.20	8.38	8.34	8.37	8.44	8.48	8.52	8.56	8.57	8.56	8.56	8.62
Transportation and public utilities	9.89	9.97	10.02	10.09	10.13	10.15	10.18	10.24	10.30	10.30	10.40	10.37	10.42	10.44
Wholesale and retail trade	6.03	6.06	6.08	6.09	6.10	6.12	6.16	6.20	6.22	6.23	6.26	6.25	6.32	6.33
Finance, insurance, and real estate[2]	6.43	6.52	6.47	6.56	6.62	6.59	6.64	6.77	6.71	6.78	6.87	6.90	6.96	7.01
Services	6.58	6.63	6.65	6.71	6.72	6.72	6.80	6.85	6.90	6.96	7.00	7.01	7.04	7.03
Indexes, 1977 = 100														
Hourly Earnings Index, private nonfarm economy[1]	142.0	143.0	143.5	144.9	145.0	145.4	146.3	147.7	148.1	148.9	149.9	150.1	150.8	151.0
Mining[2]	151.4	153.4	153.4	156.2	156.0	156.5	156.5	156.8	159.6	161.3	161.5	163.2	162.1	162.8
Contract construction	134.7	135.7	136.6	139.9	137.9	138.1	138.7	139.9	139.7	140.6	140.7	140.4	142.1	140.5
Manufacturing	145.4	146.4	146.9	148.9	149.1	149.9	150.8	151.8	152.5	153.3	154.2	154.7	154.6	155.3
Transportation and public utilities	142.3	143.5	144.3	145.5	146.0	146.3	146.9	148.2	149.1	148.9	150.3	149.9	150.9	151.2
Wholesale and retail trade	140.5	141.3	141.7	142.1	142.5	142.8	143.7	145.1	145.2	145.7	146.5	146.8	147.6	147.9
Wholesale trade	143.5	144.4	144.3	146.3	146.3	146.3	147.1	148.9	148.4	149.4	150.7	150.4	151.6	151.3
Retail trade	138.8	139.6	140.4	139.9	140.4	140.9	141.9	143.1	143.6	144.3	144.3	144.8	145.4	146.1
Finance, insurance, and real estate	141.4	142.6	142.0	143.1	143.3	143.8	144.9	148.0	147.2	148.6	150.6	151.3	152.6	152.8
Services	140.9	142.2	142.6	143.4	143.7	143.9	145.1	146.5	147.3	148.7	149.7	149.7	150.8	150.8

[1] Production and nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1980			1981				1982		
	II	III	IV	I	II	III	IV	I	II	IIIp
Average hourly compensation:										
All persons, private business sector	10.4	10.5	10.7	10.5	9.7	9.4	8.9	7.8	7.6	6.9
All employees, nonfarm business sector:										
Current dollars	10.2	10.4	10.6	10.6	9.7	9.4	8.9	7.8	7.6	6.9
1977 dollars	-3.8	-2.2	-1.8	-.6	0	-1.2	-.6	.4	.7	1.1
Average hourly earnings, private nonfarm economy[1]	8.2	7.9	8.9	9.2	9.2	9.2	8.0	6.8	6.3	5.4
Mining[2]	7.0	7.5	9.1	10.4	7.4	10.7	9.3	8.2	9.6	7.9
Contract construction	7.2	7.4	8.2	9.2	8.2	8.6	8.8	9.1	8.0	8.2
Manufacturing	8.0	9.0	10.3	10.7	10.8	9.9	8.0	7.9	6.8	5.9
Transportation and public utilities	9.6	7.7	9.0	9.5	9.8	9.9	8.3	7.6	6.3	5.7
Wholesale and retail trade	8.1	8.4	8.7	8.5	8.5	8.2	7.1	5.7	5.3	4.4
Finance, insurance, and real estate[2]	9.8	9.6	10.5	10.1	9.1	9.0	8.2	6.7	7.5	7.9
Services	9.5	9.2	9.5	9.7	9.4	9.9	9.3	8.4	8.1	7.7
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	9.0	9.1	9.6	9.7	9.3	9.1	8.4	7.7	7.2	6.6
1977 dollars	-4.7	-3.2	-2.7	-1.4	-.4	-1.5	-.9	.3	.6	.9
Mining[2]	8.5	8.9	10.2	11.1	9.8	10.9	9.9	9.0	7.7	8.0
Contract construction	6.7	7.0	7.7	8.9	7.8	8.1	8.1	8.1	7.2	5.8
Manufacturing	9.6	10.6	10.9	10.7	10.1	9.3	8.8	8.6	7.9	7.3
Transportation and public utilities	9.9	8.1	9.3	9.7	10.2	10.0	8.5	8.1	6.9	6.3
Wholesale and retail trade	8.1	8.6	8.8	8.6	8.4	8.2	7.1	5.8	5.6	4.8
Wholesale trade	9.0	8.7	8.7	8.6	8.4	8.9	8.5	7.6	6.5	6.0
Retail trade	7.7	8.5	8.8	8.6	8.5	7.8	6.4	4.8	4.9	4.1
Finance, insurance, and real estate	9.7	9.3	10.2	9.7	8.6	8.7	8.0	6.7	7.5	7.7
Services	9.3	9.0	9.5	9.6	9.3	9.8	9.1	8.1	7.8	7.6
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	7.0	6.2	8.0	8.9	9.6	9.3	7.2	5.0	5.1	4.4
1977 dollars	-6.4	-5.8	-4.1	-2.1	-.2	-1.3	-1.9	-2.2	-1.4	-1.2

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

* Not available.

p = preliminary.

Table 6. Compensation changes from preceding quarter
(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979	1980				1981				1982		
	IV	I	II	III	IV	I	II	III	IV	I	II	III
Average hourly compensation:												
All persons, private business sector	8.8	12.5	10.7	10.1	9.4	11.7	7.5	9.0	7.4	7.3	6.9	6.1
All employees, nonfarm business sector:												
Current dollars	90	11.8	10.4	10.4	9.7	11.8	6.9	9.2	7.5	7.7	5.9	6.5
1977 dollars	-4.6	-4.1	-2.5	-2.4	-2.8	.4	-.1	-2.5	-.3	4.3	1.3	-1.0
Average hourly earnings, private nonfarm economy[1]	7.3	8.3	8.3	7.9	11.2	9.6	8.0	8.0	6.1	5.1	5.8	4.6
Mining[2]	7.1	10.4	9.5	3.4	13.4	15.6	-1.8	16.8	7.7	11.3	3.0	9.7
Contract construction	5.7	5.0	10.8	8.0	8.9	9.0	7.1	9.5	9.5	10.3	2.7	2.6
Manufacturing	7.2	8.0	9.7	11.0	12.7	9.3	10.4	7.4	5.0	8.9	5.7	4.0
Transportation and public utilities	8.3	7.5	8.3	6.9	13.3	9.5	9.8	7.0	7.0	6.7	4.7	4.6
Wholesale and retail trade	8.0	9.6	8.0	8.1	9.2	8.8	7.8	7.0	5.0	3.1	6.0	3.5
Finance, insurance, and real estate[2]	8.0	15.1	7.8	7.7	11.4	13.6	3.9	7.5	8.0	7.4	7.3	8.8
Services	9.4	8.7	10.8	8.0	10.6	9.6	9.3	10.0	8.3	6.0	8.2	8.4
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	8.3	9.0	10.0	9.2	10.3	9.3	8.5	8.5	7.3	6.5	6.4	6.2
1977 dollars	-4.8	-6.3	-3.0	1.5	-2.7	-1.4	1.1	-2.9	-.2	3.5	2.1	-1.5
Mining[2]	6.0	9.3	14.0	6.6	10.9	13.0	9.0	10.6	7.2	9.0	4.1	11.6
Contract construction	5.9	4.6	10.2	7.4	8.8	9.2	5.7	8.9	8.8	9.1	2.3	3.4
Manufacturing	8.8	10.2	11.6	12.0	9.6	9.4	9.4	8.7	7.7	8.7	6.6	6.4
Transportation and public utilities	8.7	7.6	8.9	7.0	13.9	9.1	11.0	6.4	7.7	7.4	6.0	4.5
Wholesale and retail trade	7.9	9.7	7.9	9.0	8.5	9.6	7.1	8.0	4.2	3.8	6.4	4.5
Wholesale trade	8.6	10.3	8.7	7.2	8.5	10.1	7.9	9.3	6.8	6.4	5.1	5.7
Retail trade	7.2	9.4	7.4	10.2	8.3	8.6	6.8	7.4	3.0	2.4	7.2	3.9
Finance, insurance, and real estate	7.1	11.2	10.5	8.5	10.5	9.3	6.1	9.1	7.6	4.0	9.5	9.7
Services	9.8	8.5	10.2	7.4	11.8	9.1	8.9	9.3	9.3	5.1	8.5	8.5
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.1	6.6	5.1	7.1	13.3	10.4	7.6	6.0	4.9	1.6	7.8	3.4
1977 dollars	-6.8	-8.4	-7.3	-.5	-.1	-.3	.2	-5.1	-2.4	-1.4	3.4	-4.1

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

* Not available.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981		1982										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
Average hourly earnings, private nonfarm economy[1]	8.0	7.5	7.4	6.8	6.2	6.3	6.4	6.1	6.1	5.5	4.7	4.9	4.4
Mining[2]	9.5	8.9	9.0	7.8	7.9	9.7	10.1	9.0	8.1	8.0	7.5	6.9	5.8
Contract construction	8.9	8.7	10.8	9.3	8.2	8.1	8.5	7.3	6.8	6.2	5.6	5.8	4.5
Manufacturing	7.9	7.3	9.0	7.6	7.2	6.8	6.8	6.6	6.6	5.9	5.2	4.9	5.1
Transportation and public utilities	8.4	8.3	8.4	7.4	7.1	6.6	6.2	6.2	6.4	5.7	5.2	5.4	4.7
Wholesale and retail trade	6.9	7.0	6.5	5.5	5.2	5.3	5.3	5.2	4.9	4.7	3.6	4.8	4.5
Finance, insurance, and real estate[2]	8.3	7.6	7.4	6.4	6.3	6.9	8.3	7.4	8.0	7.7	8.0	8.2	7.5
Services	9.4	8.8	9.3	8.2	7.7	8.3	8.0	8.0	8.4	7.5	7.2	7.0	6.0
Hourly Earnings Index:[1] [2]													
Private nonfarm economy:													
Current dollars	8.4	8.2	8.3	7.5	7.2	7.2	7.3	7.1	7.1	6.6	6.1	6.2	5.5
1977 dollars	-.9	-.4	.1	.1	.6	.6	.8	.2	.8	.8	1.2	1.1	*
Mining	10.2	9.6	9.6	8.8	8.2	7.3	7.6	8.3	8.3	8.0	7.6	7.1	6.1
Contract construction	8.3	8.0	9.7	7.5	7.2	7.3	7.7	6.7	6.4	5.9	5.2	5.5	3.5
Manufacturing	8.8	8.5	9.1	8.4	8.2	8.0	8.0	7.8	7.5	7.4	6.9	6.4	6.1
Transportation and public utilities	8.6	8.7	8.8	7.9	7.6	7.0	6.8	6.8	7.1	6.2	5.9	6.0	5.4
Wholesale and retail trade	6.9	7.1	6.2	5.8	5.4	5.5	5.8	5.5	5.3	4.9	4.1	5.1	4.7
Wholesale trade	8.3	8.1	8.4	7.7	6.8	6.8	7.1	6.6	6.4	5.9	5.7	5.6	4.8
Retail trade	6.2	6.6	5.0	4.8	4.7	4.8	5.1	4.9	4.8	4.4	3.2	4.8	4.6
Finance, insurance, and real estate	6.1	7.5	7.4	6.4	6.2	7.0	8.2	7.4	7.8	7.5	7.6	7.9	7.1
Services	9.2	8.9	8.8	8.1	7.5	7.9	7.8	7.6	8.2	7.5	7.1	7.0	6.1
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	7.4	6.6	3.8	6.2	5.0	4.8	5.2	5.2	4.9	4.2	4.2	3.7	2.9
1977 dollars	-1.8	-1.9	-4.1	-1.1	-1.4	-1.4	-1.2	1.0	-1.3	-1.4	-.7	-1.2	*

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[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

p = preliminary.

* Not available.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1981		1982										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
Average hourly earnings, private nonfarm economy[1]	7.4	6.5	7.0	5.2	4.7	5.2	5.4	5.7	5.1	5.6	4.8	4.5	3.4
Mining[2]	15.2	9.9	11.4	10.1	6.9	8.0	5.3	8.0	4.9	5.9	8.1	5.9	6.3
Contract construction	9.6	9.3	13.4	8.2	9.2	6.8	7.3	5.2	.7	4.3	3.0	4.8	1.7
Manufacturing	6.6	5.3	8.9	6.3	5.7	7.0	6.9	8.0	4.3	5.6	4.6	2.9	3.3
Transportation and public utilities	7.0	6.7	8.6	6.0	6.0	6.0	5.5	5.7	4.2	5.4	4.4	4.8	3.9
Wholesale and retail trade	5.8	5.8	5.1	4.1	3.0	4.4	4.7	4.7	4.7	5.3	4.3	5.3	4.2
Finance, insurance, and real estate[2]	8.8	7.2	9.1	7.7	6.4	6.6	7.8	7.6	6.8	7.7	9.6	9.6	7.2
Services	9.4	8.3	9.2	6.6	5.6	6.8	6.7	7.1	7.6	8.5	8.8	7.2	5.3
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	8.0	7.6	8.6	6.4	3.7	6.3	6.6	6.6	5.7	6.8	6.5	6.1	4.5
1977 dollars	-1.4	-1.4	1.6	.5	2.6	3.7	3.0	1.7	([3])	1.0	-.2	-1.3	*
Mining[2]	10.8	8.3	9.8	8.9	5.8	6.9	4.5	8.3	6.7	7.1	9.5	7.3	7.8
Contract construction	9.1	8.9	12.1	7.7	7.0	6.1	8.3	4.6	1.0	4.1	3.5	4.9	.8
Manufacturing	8.4	7.8	9.3	8.0	7.3	7.6	7.6	7.8	6.1	6.9	6.6	5.1	4.7
Transportation and public utilities	7.0	7.8	9.5	6.3	6.8	6.5	6.7	6.9	4.8	6.1	4.9	5.6	4.1
Wholesale and retail trade	6.0	6.0	5.5	4.1	2.6	4.7	5.6	5.0	5.0	5.8	5.6	5.5	3.8
Wholesale trade	7.8	7.5	8.5	3.7	5.6	5.0	6.4	5.9	4.3	6.0	5.7	6.2	3.3
Retail trade	5.1	5.2	3.9	3.2	.9	4.5	5.1	4.6	5.4	5.6	5.6	5.0	4.1
Finance, insurance, and real estate	8.6	7.4	7.9	4.6	4.9	5.1	7.7	7.4	7.8	10.4	10.7	10.9	6.5
Services	9.4	8.8	9.0	6.6	6.0	6.2	6.2	6.7	7.5	8.4	8.3	7.9	5.9
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	5.6	5.2	1.6	4.1	4.1	4.0	4.8	5.1	8.2	4.4	4.2	3.3	1.1
1977 dollars	-3.6	-3.5	-4.9	-1.7	1.0	1.5	1.3	.3	2.5	-1.2	-2.4	-3.9	*

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Less than 0.05 percent.

p = preliminary.
* Not available.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Civilian workers[2]	102.6	107.5	110.1	2.6	1.1	2.4	–	7.5	7.3
Workers, by occupational group									
White-collar workers	102.7	107.7	110.7	2.7	1.1	2.8	–	7.7	7.8
Blue-collar workers	102.3	107.1	109.2	2.3	1.3	2.0	–	7.1	6.7
Service workers	102.8	108.3	110.8	2.8	1.0	2.3	–	8.3	7.8
Workers, by industry division									
Manufacturing	102.1	107.2	109.3	2.1	1.1	2.0	–	7.2	7.1
Nonmanufacturing	102.8	107.7	110.5	2.8	1.2	2.6	–	7.7	7.5
Services	104.4	109.2	113.5	4.4	.9	3.9	–	9.2	8.7
Public administration[3]	104.3	109.1	112.8	4.3	.9	3.4	–	9.1	8.1
Private industry workers[4]	102.0	107.2	109.3	2.0	1.3	2.0	10.0	7.2	7.2
Workers, by occupational group									
White-collar workers	101.8	107.2	109.5	1.8	1.3	2.1	10.0	7.2	7.6
Blue-collar workers	102.2	107.0	109.0	2.2	1.3	1.9	10.0	7.0	6.7
Service workers	101.9	107.9	109.6	1.9	1.1	1.6	9.9	7.9	7.6
Workers, by industry division									
Manufacturing	102.1	107.2	109.3	2.1	1.1	2.0	10.2	7.2	7.1
Nonmanufacturing	102.0	107.1	109.3	2.0	1.3	2.1	9.8	7.1	7.2
State and local government workers	105.3	109.3	114.3	5.3	.5	4.6	–	9.3	8.5
Workers, by occupational group									
White-collar workers	105.7	109.5	114.9	5.7	.4	4.9	–	9.5	8.7
Blue-collar workers	104.2	108.9	112.7	4.2	.6	3.5	–	8.9	8.2
Workers, by industry division									
Services	105.8	109.4	114.9	5.8	.4	5.0	–	9.4	8.6
Schools	106.0	109.1	114.8	6.0	.2	5.2	–	9.1	8.3
Elementary and secondary	106.3	109.5	115.6	6.3	.2	5.6	–	9.5	8.7
Hospitals and other services[5]	105.0	110.3	115.3	5.0	.7	4.5	–	10.3	9.8
Public administration[3]	104.3	109.1	112.8	4.3	.9	3.4	–	9.1	8.1

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[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

[3] Consists of legislative, judicial, administrative, and regulatory activities.

[4] Excludes farm and household workers.

[5] Includes, for example, library, social, and health services.

– Data not available.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Civilian workers[1]	102.5	107.3	109.7	2.5	0.9	2.2	–	7.3	7.0
Workers, by occupational group									
White-collar workers	102.6	107.6	110.4	2.6	.8	2.6	–	7.6	7.6
Blue-collar workers	102.4	106.7	108.6	2.4	1.1	1.8	–	6.7	6.1
Service workers	102.5	107.9	110.1	2.5	1.0	2.0	–	7.9	7.4
Workers, by industry division									
Manufacturing	102.1	107.0	108.8	2.1	1.0	1.7	–	7.0	6.6
Nonmanufacturing	102.7	107.5	110.1	2.7	.9	2.4	–	7.5	7.2
Services	104.4	109.5	113.2	4.4	.8	3.4	–	9.5	8.4
Public administration[2]	103.8	108.4	111.9	3.8	.8	3.2	–	8.4	7.8
Private industry workers[3]	102.0	107.1	109.0	2.0	1.1	1.8	9.1	7.1	6.8
Workers, by occupational group									
White-collar workers	101.8	107.3	109.4	1.8	1.0	2.0	9.2	7.3	7.5
Blue-collar workers	102.3	106.6	108.5	2.3	1.1	1.8	9.1	6.6	6.1
Service workers	101.8	107.9	109.3	1.8	1.1	1.3	9.0	7.9	7.4
Workers, by industry division									
Manufacturing	102.1	107.0	108.8	2.1	1.0	1.7	9.1	7.0	6.6
Nonmanufacturing	102.0	107.1	109.1	2.0	1.1	1.9	9.1	7.1	7.0
State and local government workers	105.0	108.7	113.5	5.0	.5	4.4	–	8.7	8.1
Workers, by occupational group									
White-collar workers	105.4	108.9	114.2	5.4	.4	4.9	–	8.9	8.3
Blue-collar workers	103.9	107.9	111.5	3.9	.4	3.3	–	7.9	7.3
Workers by industry division									
Services	105.5	108.8	114.2	5.5	.4	5.0	–	8.8	8.2
Schools	105.7	108.5	114.2	5.7	.2	5.3	–	8.5	8.0
Elementary and secondary	106.0	108.8	114.9	6.0	.1	5.6	–	8.8	8.4
Hospitals and other services[4]	104.6	109.5	114.3	4.6	.6	4.4	–	9.5	9.3
Public administration[2]	103.8	108.4	111.9	3.8	.8	3.2	–	8.4	7.8

---

[1] Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

[3] Excludes farm and household workers.

[4] Includes, for example, library, social, and health services.

– Data not available.

Table 11. Employment Cost Index for wages and salaries only, private industry workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Private nonfarm workers[1]	102.0	107.1	109.0	2.0	1.1	1.8	9.1	7.1	6.9
Workers, by occupational group									
White-collar workers	101.8	107.3	109.4	1.8	1.0	2.0	9.2	7.3	7.5
Professional and technical workers	103.3	109.4	111.8	3.3	1.3	2.2	10.8	9.4	8.2
Managers and administrators	101.6	107.2	108.5	1.6	1.3	1.2	8.7	7.2	6.8
Sales workers	98.0	101.8	104.5	-2.0	-.4	2.7	6.2	1.8	6.6
Clerical workers	102.7	108.3	110.3	2.7	1.2	1.8	9.5	8.3	7.4
Blue-collar workers	102.3	106.6	108.5	2.3	1.1	1.8	9.1	6.6	6.1
Craft and kindred workers	102.9	107.6	109.6	2.9	1.3	1.9	9.5	7.6	6.5
Operatives, except transport	102.1	106.6	108.3	2.1	1.1	1.6	9.1	6.6	6.1
Transport equipment operatives	101.0	104.1	106.0	1.0	.9	1.8	8.0	4.1	5.0
Nonfarm laborers	101.5	105.1	106.5	1.5	1.0	1.3	8.1	5.1	4.9
Service workers	101.8	107.9	109.3	1.8	1.1	1.3	9.0	7.9	7.4
Workers, by industry division									
Manufacturing	102.1	107.0	108.8	2.1	1.0	1.7	9.1	7.0	6.6
Durables	102.1	107.4	109.0	2.1	1.0	1.5	9.2	7.4	6.8
Nondurables	102.0	106.3	108.5	2.0	.9	2.1	8.8	6.3	6.4
Nonmanufacturing	102.0	107.1	109.1	2.0	1.1	1.9	9.1	7.1	7.0
Construction	103.0	107.3	109.1	3.0	1.3	1.7	9.0	7.3	5.9
Transportation and public utilities	102.0	106.9	109.5	2.0	1.1	2.4	9.6	6.9	7.4
Wholesale and retail trade	101.3	105.8	106.5	1.3	1.8	.7	8.2	5.8	5.1
Wholesale trade	102.0	108.9	109.0	2.0	2.4	.1	9.7	8.9	6.9
Retail trade	101.0	104.5	105.5	1.0	1.5	1.0	7.7	4.5	4.5
Finance, insurance, and real estate	98.3	102.4	106.1	-1.7	-1.3	3.6	7.8	2.4	7.9
Services	103.6	110.0	112.5	3.6	1.1	2.3	10.0	10.0	8.6

[1] Excludes farm and household workers.

COMPENSATION

Table 12. Employment Cost Index, private industry workers, by bargaining status and area size[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Workers, by bargaining status									
Union	102.5	108.4	110.8	2.5	1.8	2.0	10.9	8.4	7.9
Manufacturing	102.3	108.0	110.3	2.3	1.6	2.1	–	8.0	7.8
Nonmanufacturing	102.7	108.7	111.0	2.7	1.8	2.1	–	8.7	8.1
Nonunion	101.7	106.5	108.5	1.7	1.1	1.9	9.6	6.5	6.7
Manufacturing	101.8	106.6	108.4	1.8	.9	1.7	–	6.6	6.5
Nonmanufacturing	101.7	106.4	108.6	1.7	1.1	2.1	–	6.4	6.8
Workers, by area size									
Metropolitan areas	102.1	107.2	109.4	2.1	1.4	2.1	10.0	7.2	7.1
Other areas	101.8	107.0	108.6	1.8	.8	1.5	10.7	7.0	6.7

[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits). Farm and household workers are excluded.

– Data not available.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

WAGES AND SALARIES

Table 13. Employment Cost Index for wages and salaries only, private industry workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982	September 1981	June 1982	September 1982
Workers, by bargaining status									
Union	102.7	108.1	110.3	2.7	1.5	2.0	9.9	8.1	7.4
Manufacturing	102.6	107.3	109.5	2.6	1.3	2.1	9.4	7.3	6.7
Nonmanufacturing	102.8	108.8	111.1	2.8	1.7	2.1	10.4	8.8	8.1
Nonunion	101.6	106.5	108.3	1.6	.9	1.7	8.8	6.5	6.6
Manufacturing	101.7	106.7	108.2	1.7	.8	1.4	8.9	6.7	6.4
Nonmanufacturing	101.6	106.4	108.3	1.6	.9	1.8	8.8	6.4	6.6
Workers, by region									
Northeast	101.7	106.7	109.7	1.7	.6	2.8	7.9	6.7	7.9
South	101.9	107.4	108.8	1.9	1.6	1.3	9.4	7.4	6.8
North Central	101.6	106.1	107.6	1.6	1.3	1.4	9.0	6.1	5.9
West	103.2	108.6	110.7	3.2	.6	1.9	10.4	8.6	7.3
Workers, by area size									
Metropolitan areas	102.1	107.1	109.1	2.1	1.1	1.9	9.1	7.1	6.9
Other areas	101.8	106.8	108.3	1.8	.8	1.4	9.5	6.8	6.4

[1] Excludes farm and household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

Table 14. Average percent changes in wages and compensation in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1979				1980				1981				1982		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]															
First year	6.2	8.3	8.8	9.0	9.4	9.2	10.3	10.4	10.2	10.5	9.7	10.2	8.0	4.4	4.2
Over life of contract[3]	5.7	6.7	6.6	6.6	6.7	6.5	7.0	7.1	7.1	7.8	8.4	8.3	6.2	3.1	2.4
Wage-rate adjustments in-															
All industries															
First year	7.0	7.9	7.8	7.4	7.7	7.7	9.1	9.5	9.2	9.9	9.7	9.8	8.4	5.2	4.5
Contracts with COLA clauses[4]	6.0	6.9	6.4	6.2	6.5	6.2	7.7	8.0	8.2	8.7	7.2	8.0	4.3	2.8	3.1
Contracts without COLA clauses	7.7	8.8	9.0	9.1	9.3	10.3	11.2	11.7	10.3	11.0	10.7	10.6	11.5	8.8	7.3
Over life of contract[3]	6.3	6.7	6.1	6.0	6.0	6.1	6.9	7.1	7.0	7.8	8.0	7.9	6.7	4.2	3.7
Contracts with COLA clauses	5.3	5.3	4.7	4.6	4.5	4.3	4.9	5.0	5.1	5.6	5.7	5.5	3.0	2.0	2.2
Contracts without COLA clauses	7.0	7.8	7.9	8.0	8.1	9.0	9.9	10.3	9.2	9.4	8.9	8.8	9.5	7.7	6.9
Manufacturing															
First year	8.2	9.2	7.4	6.9	6.9	6.4	6.8	7.4	7.0	7.3	7.4	7.2	5.5	2.9	2.9
Contracts with COLA clauses	8.0	9.1	6.1	5.7	5.6	5.6	5.9	6.5	6.8	7.5	7.1	6.2	3.0	1.7	2.3
Contracts without COLA clauses	8.4	9.3	9.3	9.4	9.7	9.7	9.7	9.7	7.5	7.1	7.7	7.8	9.4	8.0	6.4
Over life of contracts[3]	6.8	7.7	5.8	5.4	5.3	4.8	5.0	5.4	5.4	5.7	6.1	6.1	4.8	2.7	2.8
Contracts with COLA clauses	5.5	6.3	4.3	4.0	4.0	3.9	4.0	4.4	4.5	5.1	5.3	4.8	2.8	1.7	2.1
Contracts without COLA clauses	7.8	8.1	8.0	8.0	8.3	8.4	8.5	8.6	6.7	6.3	6.7	6.6	8.0	6.9	5.5
Nonmanufacturing															
First year	6.6	7.4	7.7	8.0	8.7	10.2	10.7	10.9	10.8	11.2	11.4	11.2	9.4	7.1	6.0
Contracts with COLA clauses	5.4	6.5	6.8	7.0	8.5	9.1	9.7	9.7	9.7	9.4	7.3	8.9	5.1	4.5	4.4
Contracts without COLA clauses	7.5	8.4	8.8	8.8	9.0	10.7	11.7	r12.2	11.9	12.7	12.3	12.1	12.0	9.1	7.6
Over life of contract[3]	6.1	6.3	6.4	6.8	7.0	8.4	8.2	8.3	8.3	8.6	9.4	8.8	7.4	5.6	4.9
Contracts with COLA clauses	5.2	5.2	5.2	5.5	5.7	6.3	5.9	5.7	5.7	5.8	6.5	5.8	3.1	2.5	2.5
Contracts without COLA clauses	6.7	7.6	7.7	7.8	8.0	9.4	10.4	10.8	10.6	10.8	10.1	9.9	9.9	7.9	7.2
Construction															
First year	6.8	8.3	8.9	8.8	8.9	11.6	13.4	13.6	13.7	13.9	13.6	13.5	13.2	9.9	7.1
Contracts with COLA clauses	5.2	9.1	8.7	8.7	r8.7	r13.5	13.9	13.9	13.9	12.0	8.8	8.8	8.6	6.2	5.2
Contracts without COLA clauses	6.9	8.3	8.9	8.8	6.9	11.4	13.3	13.6	13.7	14.3	14.0	14.0	13.6	9.9	7.1
Over life of contract[3]	6.4	8.0	8.3	8.3	6.4	9.9	11.3	11.5	11.6	11.9	11.4	11.3	11.2	8.7	7.1
Contracts with COLA clauses	4.6	7.3	4.8	4.8	4.8	6.9	8.8	8.8	8.8	9.2	8.4	8.4	8.4	4.4	2.6
Contracts without COLA clauses	6.5	8.0	8.3	8.4	6.5	10.2	11.8	12.0	12.1	12.4	11.6	11.6	11.4	8.7	7.1

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[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

r = revised.

Table 15. Average percent changes in wages and compensation provided by major collective bargaining settlements[1] by year and by quarter

Measure	Annual average						Quarterly average										
	1976	1977	1978	1979	1980	1981	1980				1981				1982		
							I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]																	
First year	8.5	9.6	8.3	9.0	10.4	10.2	8.8	10.2	11.4	8.5	7.7	11.6	10.5	11.0	1.9	2.6	6.5
Over life of contract[3]	6.6	6.2	6.3	6.6	7.1	8.3	6.7	7.4	7.2	6.1	7.2	10.8	8.1	5.8	1.2	2.1	4.9
Wage adjustments in—																	
All industries:																	
First year	8.4	7.8	7.6	7.4	9.5	9.8	8.2	9.1	10.4	8.3	7.1	11.8	10.8	9.0	3.0	3.4	5.8
Contracts with COLA clauses	8.6	8.1	8.0	5.8	6.5	8.2	6.5	6.7	9.4	7.2	7.6	7.7	4.9	9.0	1.0	1.9	4.8
Contracts without COLA clauses	9.8	9.3	8.6	9.4	10.3	7.6	10.8	11.2	12.3	11.5	6.9	12.8	11.8	9.1	8.3	6.3	7.3
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	7.9	6.5	7.3	7.3	6.5	5.2	9.7	8.7	5.7	2.8	3.2	4.8
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	4.7	4.4	5.4	5.3	6.1	6.7	4.6	4.8	1.0	1.7	3.6
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	9.2	10.0	11.0	9.8	6.3	10.5	9.3	8.1	2.5	6.2	6.7
Manufacturing:																	
First year	8.9	8.4	8.3	6.9	7.4	7.2	7.2	6.8	7.8	6.4	8.2	9.0	6.6	2.5	1.7	1.7	5.5
Contracts with COLA clauses	8.6	8.1	8.0	5.8	6.5	6.2	5.5	5.7	8.0	7.5	7.1	6.6	5.9	4.5	1.3	1.5	5.4
Contracts without COLA clauses	9.6	9.0	8.6	9.4	10.3	7.8	11.1	10.2	7.0	9.9	6.3	9.8	10.5	8.9	7.8	4.3	6.0
Over life of contract[3]	6.0	5.5	6.8	5.4	5.4	6.1	5.7	5.1	5.2	5.8	5.5	6.7	7.5	5.4	2.7	1.6	4.2
Contracts with COLA clauses	5.2	4.6	5.4	4.0	4.4	4.8	4.0	3.8	4.7	5.5	5.1	5.2	4.8	3.7	1.7	1.4	4.1
Contracts without COLA clauses	8.0	7.9	7.6	8.1	8.9	6.6	9.5	9.1	6.5	8.2	5.6	8.3	8.8	7.2	6.9	4.0	4.7
Nonmanufacturing:																	
First year	7.7	7.4	7.4	9.0	10.9	11.2	9.7	11.5	11.0	9.6	8.4	12.5	11.6	9.6	3.4	6.2	6.1
Contracts with COLA clauses	8.1	7.9	6.5	7.0	9.7	8.9	8.7	11.8	9.8	5.6	8.2	8.5	3.0	9.8	.8	4.5	3.8
Contracts without COLA clauses	7.4	7.0	7.9	8.8	12.2	13.5	10.5	11.5	13.3	12.3	8.6	13.1	12.2	9.2	8.6	6.7	7.7
Over life of contract[3]	6.8	6.0	6.4	6.8	8.3	8.8	7.9	9.7	7.8	8.0	7.7	10.3	9.2	5.8	2.9	5.9	5.4
Contracts with COLA clauses	6.6	5.5	5.3	5.5	5.7	5.8	6.5	6.8	5.6	4.3	7.1	7.9	4.3	4.7	.4	3.5	2.7
Contracts without COLA clauses	7.0	6.6	6.9	8.0	10.8	9.9	9.0	10.3	11.8	10.6	8.0	10.7	9.5	8.5	7.9	6.6	7.2
Construction:																	
First year	6.1	6.3	6.5	8.8	13.6	13.5	10.8	12.2	15.4	14.3	11.4	12.9	16.4	r11.4	9.1	6.2	7.5
Contracts with COLA clauses	7.3	8.2	–	8.7	13.9	8.8	–	13.8	13.9	–	16.5	8.6	8.5	–	–	–	–
Contracts without COLA clauses	6.1	6.0	–	8.8	13.6	13.9	10.8	12.1	15.9	14.3	11.2	13.5	16.5	11.3	–	–	–
Over life of contract[3]	6.2	6.3	6.2	8.3	11.5	11.3	9.1	10.4	13.0	12.0	10.3	11.1	12.4	11.7	8.9	6.4	7.1
Contracts with COLA clauses	6.0	7.3	–	4.8	8.8	8.4	–	7.2	9.6	–	8.7	8.4	8.7	–	–	–	–
Contracts without COLA clauses	6.2	6.1	–	8.4	12.0	11.6	9.1	10.8	14.1	12.0	10.4	11.5	12.4	11.7	–	–	–

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

p = preliminary.

r = revised.

Table 16. Average percent effective wage adjustments provided by major collective bargaining agreements[1]

Measure	Annual average						Quarterly average										
							1980				1981				1982		
	1976	1977	1978	1979	1980	1981	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Total, all industries	8.1	8.0	8.2	9.1	9.9	9.5	1.6	3.3	3.5	1.3	1.7	3.2	3.3	1.5	1.0	2.0	2.3
Adjustments resulting from —																	
Current settlement	3.2	3.0	2.0	3.0	3.6	2.5	.4	1.0	1.7	.5	.4	1.1	.5	.4	.2	.4	.5
Prior settlement	3.2	3.2	3.7	3.0	3.5	3.8	.5	1.4	1.2	.3	.5	1.4	1.5	.4	.5	1.4	1.2
Cost-of-living adjustment provision	1.6	1.7	2.4	3.1	2.8	3.2	.7	.8	.7	.6	.7	.7	1.2	.6	.3	.2	.6
Total in—																	
Manufacturing	8.5	8.4	8.6	9.6	10.2	9.4	2.0	3.4	2.9	1.7	2.3	2.4	3.1	1.9	.9	.9	1.6
Nonmanufacturing	7.6	7.6	7.9	8.8	9.7	9.5	1.3	3.2	4.0	1.1	1.2	3.8	3.4	1.1	1.0	2.7	2.8
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	9.6	8.8	1.7	2.2	4.3	1.3	1.4	2.6	3.4	1.3	1.2	1.7	2.9
Construction	7.2	6.5	6.5	7.1	9.9	11.2	.4	5.3	3.5	.6	.6	6.5	3.3	.8	.7	5.1	2.8
Transportation and public utilities	7.8	6.5	8.2	11.2	10.8	8.6	1.2	2.5	5.5	1.5	1.1	2.2	4.0	1.4	.9	1.4	3.4
Wholesale and retail trade	8.8	8.7	8.4	6.7	7.6	8.1	1.8	1.6	3.3	.8	2.5	1.6	3.2	.9	1.9	1.4	2.2
Services	5.7	6.7	8.8	7.0	8.1	9.6	1.4	2.9	2.2	1.6	1.5	3.3	2.9	1.9	1.5	2.3	2.0

[1] Data relate to private nonfarm industry agreements covering 1,000 or more production and related workers in manufacturing and 1,000 or more nonsupervisory workers in nonmanufacturing industries.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

p = preliminary.

Table 17. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	January 82	9.4	9.3	10.1	8.9	7.7
Northeast	January 82	9.3	8.7	9.1	9.2	8.5
Albany-Schenectady-Troy	September 82	8.7	11.3	9.0	9.2	7.4
Boston	August 81	11.1	10.9	11.1	10.3	9.1
Buffalo	October 81	7.7	7.2	9.5	9.8	8.2
Hartford	March 81	7.6	9.2	9.1	10.8	9.9
Nassau-Suffolk	August 82	7.2	7.2	7.8	8.1	4.4
Newark	January 82	9.4	10.2	8.8	8.7	6.9
New York	May 82	9.2	7.4	9.6	8.9	8.9
Northeast Pennsylvania	August 82	9.1	11.0	5.5	6.6	8.6
Paterson-Clifton-Passiac	April 82	9.1	9.4	9.2	9.6	7.1
Philadelphia	November 81	9.7	8.8	8.7	9.2	8.0
Pittsburgh	January 82	9.9	9.9	13.0	9.5	8.8
Portland	December 81	10.6	8.4	–	9.4	8.5
Poughkeepsie	May 82	–	–	–	10.0	–
Poughkeepsie-Kingston-Newburgh	May 82	8.5	–	9.1	8.3	9.5
Providence-Warwick-Pawtucket	June 82	9.0	9.2	9.2	8.3	6.6
Trenton	September 82	8.0	7.4	4.3	4.9	5.0
Worcester	April 82	8.6	9.1	6.9	10.2	8.2
York	February 82	9.2	10.0	8.3	10.4	8.8
South	January 82	9.7	10.2	11.4	9.2	6.9
Atlanta	May 82	8.7	8.8	8.4	7.5	5.0
Baltimore	August 82	8.3	6.9	8.5	7.1	5.2
Chattanooga	September 82	8.6	8.5	9.1	7.3	6.3
Corpus Christi	July 81	12.2	–	–	10.9	8.7
Dallas-Fort Worth	December 81	10.3	10.5	10.6	9.2	7.0
Daytona Beach	August 81	–	–	–	–	–
Gainesville	September 81	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 82	7.3	8.6	6.4	6.9	5.0
Greenville-Spartanburg	June 82	10.9	12.4	11.8	10.4	5.2
Houston	May 82	9.9	11.1	9.8	9.3	3.8
Huntsville	February 82	7.0	–	6.9	8.2	6.7
Jackson	January 82	11.7	15.3	–	10.4	7.8
Jacksonville	December 81	10.0	10.0	8.5	8.0	7.7
Louisville	November 82	7.6	7.9	8.0	6.6	4.4
Memphis	November 81	8.0	9.6	12.9	7.9	8.6
Miami	October 82	7.0	6.1	–	5.1	3.6
New Orleans	October 82	9.1	10.3	–	8.1	3.2
Norfolk-Virginia Beach-Portsmouth	May 81	8.4	10.0	–	8.3	8.1
Oklahoma City	August 82	9.7	10.2	–	7.6	7.8
Richmond	June 82	8.6	9.5	13.3	7.7	4.9
San Antonio	May 82	8.4	9.6	–	–	4.1
Washington	March 82	8.7	9.5	–	7.6	4.1
North Central	January 82	8.7	8.5	9.8	8.4	7.2
Chicago	March 81	8.9	9.1	11.2	7.6	6.8
Cincinnati	July 82	9.5	8.4	9.4	7.7	6.5
Cleveland	September 82	7.5	7.9	8.1	4.4	6.4
Columbus	October 82	7.3	9.3	7.3	5.6	5.3
Davenport-Rock Island-Moline	February 82	10.2	9.8	12.4	10.2	9.9
Dayton	December 81	8.7	9.2	8.7	8.8	9.0
Detroit	April 82	7.6	5.9	7.3	5.3	4.3
Gary-Hammond-East Chicago	November 81	12.1	11.4	12.5	12.7	10.3
Green Bay	July 82	–	–	–	8.5	5.8
Indianapolis	October 82	8.4	8.4	5.8	5.3	5.3
Kansas City	September 82	9.0	9.0	8.9	5.2	5.5
Milwaukee	May 82	9.3	9.7	9.6	8.1	6.1
Minneapolis-St. Paul	January 82	9.2	8.9	12.5	9.7	8.0

Table 17. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
Omaha	October 82	9.9	6.5	–	7.1	5.5
Saginaw	November 81	–	–	–	–	10.0
St. Louis	March 82	9.1	12.1	9.5	9.1	8.2
South Bend	August 82	7.2	7.1	7.1	6.6	5.6
Toledo	June 82	7.2	6.4	8.2	5.6	5.2
Wichita	April 82	11.3	11.5	12.7	11.9	8.3
West	January 82	10.4	11.1	11.7	9.3	8.7
Anaheim-Santa Ana-Garden Grove	October 81	10.2	10.5	8.5	9.0	8.7
Billings	July 82	6.2	–	–	8.7	–
Denver-Boulder	December 81	10.0	9.8	9.6	10.9	8.5
Fresno	June 82	–	–	–	7.2	5.0
Los Angeles-Long Beach	October 81	11.1	13.1	12.6	10.2	9.9
Portland	June 82	8.1	7.7	–	7.2	6.5
Sacramento	December 81	9.5	–	–	8.5	7.4
Salt Lake City-Ogden	November 81	9.8	9.7	–	9.5	8.1
San Diego	November 81	9.6	11.0	9.0	10.3	9.1
San Francisco-Oakland	March 82	10.0	10.8	12.4	8.9	8.5
San Jose	March 82	10.5	10.5	15.0	9.3	8.6
Seattle-Everett	December 82	11.5	10.6	11.2	8.8	8.1

Collective Bargaining Activities in 1983

Collective bargaining activities will be heavy in 1983. About 3.6 million workers are under contracts expiring during the year. The Bureau of Labor Statistics data cover 8.5 million workers in all private industry bargaining units with at least 1,000 employees.

Contract expirations in 1983 will include large concentrations of workers in aluminum manufacturing (May), steel and telephone communications (August), East and Gulf coast longshoring (September), and aerospace (October). Expirations in construction (typically occuring in the spring and summer months) will be particularly heavy in 1983 because of the high incidence of short-term contracts negotiated in 1982. (See table 1.)

Approximately one-third of the 8.5 million workers are scheduled for deferred wage increases in 1983 that were negotiated in prior years. This proportion—the smallest for any year since the Bureau began recording such data in 1967—largely results from multiyear contracts negotiated in 1982 that did not provide for any specified wage increases during the contract term. Most of these contracts, however, may result in wage increases triggered by cost-of-living adjustment (COLA) clauses.

Deferred wage increases specified in agreements reached in prior years will average 6.1 percent in 1983. Average increases in 1983 will differ, however, depending on the year in which agreements were negotiated. The average for agreements negotiated in 1981 will be 6.7 percent, contrasted with 5.8 percent for those negotiated in 1982—a reflection of moderated wage increases bargained in the latter year.

Approximately 3 million workers may receive wage increases under COLA clauses in 1983. Their deferred increases, however, will average 4.2 perent compared with 7.2 percent for workers not covered by COLA clauses.

Data in this summary are preliminary. They do not include 1982 contracts that will be negotiated after October 1: 79 contracts (covering 274,000 workers) scheduled to expire between October 1 and December 31, 1982; and 126 contracts (641,000 workers) which expired prior to October 1 but had not been renegotiated at the time of this report.

A more detailed account of 1983 collective activities, including background information on the industries with 1983 contract expirations, will appear in an article in the January 1983 issue of the *Monthly Labor Review.*

Table 1. Scheduled contract expirations or wage reopenings in private industry collective bargaining units with at least 1,000 employees, 1983

Month	Expirations and/or scheduled wage reopenings		Principal industry
	Contracts	Workers covered (millions)	
January	37	0.1	Tobacco
February	39	.1	Food stores
March	81	.3	Glass, construction
April	113	.3	Construction
May	123	.4	Aluminum, lumber and construction
June	134	.5	Construction, copper
July	48	.1	
August	103	1.2	Steel, telephone
September	53	.2	Longshoring (East and Gulf coast)
October	55	.2	Aerospace
November	19	.1	. . .
December	41	.1	. . .
Total contracts expiring in 1983	[1]845	3.6	
All bargaining units	1,772	8.5	. . .

[1] The total number of contracts for 1983 is less than the sum of the parts because one contract has both a reopening and an expiration in the year.

Employment Cost Index September 1982

The Employment Cost Index (ECI), which measures changes in employer compensation costs, increased 2.4 percent in the 3 months ended in September 1982. Wages and salaries alone increased 2.2 percent. The index stood at 110.1 for compensation costs (wages, salaries, and employer costs for employee benefits), based on June 1981 = 100. The ECI covers private industry and State and local government workers but excludes farm, household, and Federal government employees. The index is not seasonally adjusted. (See tables 9-13, pp. for the statistical information discussed in this article.

The 2.4 percent change in compensation costs reflected the heavy concentration of wage and benefit adjustments typical for State and local government workers in the third quarter. Compensation costs rose 4.6 percent in State and local governments from June-September 1982. This was lower than the corresponding change of 5.3 percent in 1981. The slowdown in compensation costs was evident in wages as well. Wages increased 4.4 percent for these workers in the third quarter of 1982, compared with 5.0 percent a year earlier.

Wage increases for the 12 months ending in September 1982 were 8.1 percent for State and local government workers. Similar increases were recorded for private sector workers with comparable characteristics to those in State and local government. In private industry, for example, wage increases for professional and technical workers averaged 8.2 percent and those in service industries, 8.6 percent.

For private industry employees, rates of increase in compensation costs and wages decelerated substantially for the year ended in September 1982, 7.2 and 6.9 percent, compared with 10.0 and 9.1 percent a year earlier. The slowdown was particularly sharp in industries and occupations with relatively high unemployment. Construction industry wage gains dropped from 9.0 percent in September 1981 to 5.9 percent in September 1982.

In the manufacturing sector, 12-month percent changes in wages were 6.6 percent in the September 1981-82 period, down from 9.1 percent in September 1981.

Similarly, compensation cost increases for blue-collar workers over the year dropped more sharply than those for white-collar workers. For the 12 months ended in September 1982, compensation costs rose 6.7 percent for blue-collar and 7.6 percent for white-collar workers. A year earlier, compensation costs increased 10.0 percent for both blue- and white-collar workers.

Wages rose 6.1 percent for blue-collar workers in the September 1981-82 period, whereas white-collar workers' pay advanced 7.5 percent. A year ago, corresponding wage gains were virtually the same—9.1 and 9.2 percent.

Compensation costs for union workers rose 7.9 percent in the year ended in September 1982, contrasted with 10.9 percent a year ago. Slowdowns were also recorded for nonunion workers with compensation costs advancing 6.7 percent in the year ended in September 1982—down from 9.6 percent last year.

Explanatory note

The Employment Cost Index (ECI) is a quarterly measure of the change in the price of labor, free from the influence of employment shifts among occupations and industries. The ECI wage and salary series is limited to changes in wage and salary rates, defined as straight-time average hourly earnings. Straight-time earnings are total earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time earnings, whereas nonproduction bonuses (such as Christmas or year-end bonuses) are excluded. Also excluded are such items as payments-in-kind, free room and board, and tips.

The compensation series includes employer costs for employee benefits as well as wages and salaries. Benefits covered by the ECI include: Hours related benefits—premium pay for overtime and work on weekends and holidays, paid holidays, paid vacations, paid sick leave, and other paid leave; *Supplemental pay*—shift differentials, nonproduction bonuses, severance pay, and supplemental unemployment plans; *Insurance benefits*—life, health, and sickness and accident insurance; *Retirement and savings*—pension and other retirement plans and savings and thrift plans; *Legally required benefits*—social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compenstion, and other legally required benefits such as State temporary disability insurance; and *other benefits*—merchandise discounts in department stores.

The ECI collects data for both the private and public sectors, which are published separately and also combined as the total civilian economy. The private sector includes the total private economy, excluding farms and households. The public sector covers State and local governments, but excludes the Federal government.

Each quarter, straight-time average hourly earnings and benefit cost data (cents-per-hour-worked) are collected from a probability sample of about 10,000 occupations within 2,000 sample establishments in the private sector and about 3,700 occupations within 750 sample establishments in State and local governments.

Occupations were classified according to definitions used in the 1970 census. Within an establishment, specific job categories are selected to represent broader occupational definitions. The sample establishments were classified in industry categories based on the 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Within the private sector sample, establishments are designated by a 2-digit SIC, while in State and local governments, industrial categories vary from a more specific 3-digit SIC such as elementary and secondary schools to a broader major industry division such as public administration. Each establishment is also classified by ownership—State, local, or private.

Fixed employment weights from the 1970 census are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. For the series based on bargaining status, region, or area size, however, employment data are not available from the census. The 1970 employment weights are reallocated within these series each quarter based on the current sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the *Monthly Labor Review*.

Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. ECI statistics are neither annualized nor adjusted for seasonal influences. For example, the 1.8 percent change in wage and salary rates for "private industry workers" in September 1982 (table 10) is the actual percent change in straight-time average hourly earnings from the pay period including the 12th day of June 1982 to the comparable pay period in September 1982.

More detailed information on the ECI is available in several articles and publications. These include a chapter in the *BLS Handbook of Methods* (Bulletin 1910), "The Employment Cost Index." Two articles also appeared in the *Monthly Labor Review:* "Employment Cost Index: a measure of change in the 'price of labor'," July 1975; and "How benefits will be incorporated into the Employment Cost Index," January 1978. Reprints of these articles plus several other descriptive pieces are available upon request.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1981	1982										
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Major bargaining settlements	X				X		X		X			X
State and local government settlements				X						X		
Employment Cost Index quarterly article		X			X			X		X		
Employment Cost Index historical table						X						
Other articles				X[1]								
Index to wage and benefit changes in preceding year			X									

[1] Collective bargaining in the electrical machinery, equipment, and supplies industry.

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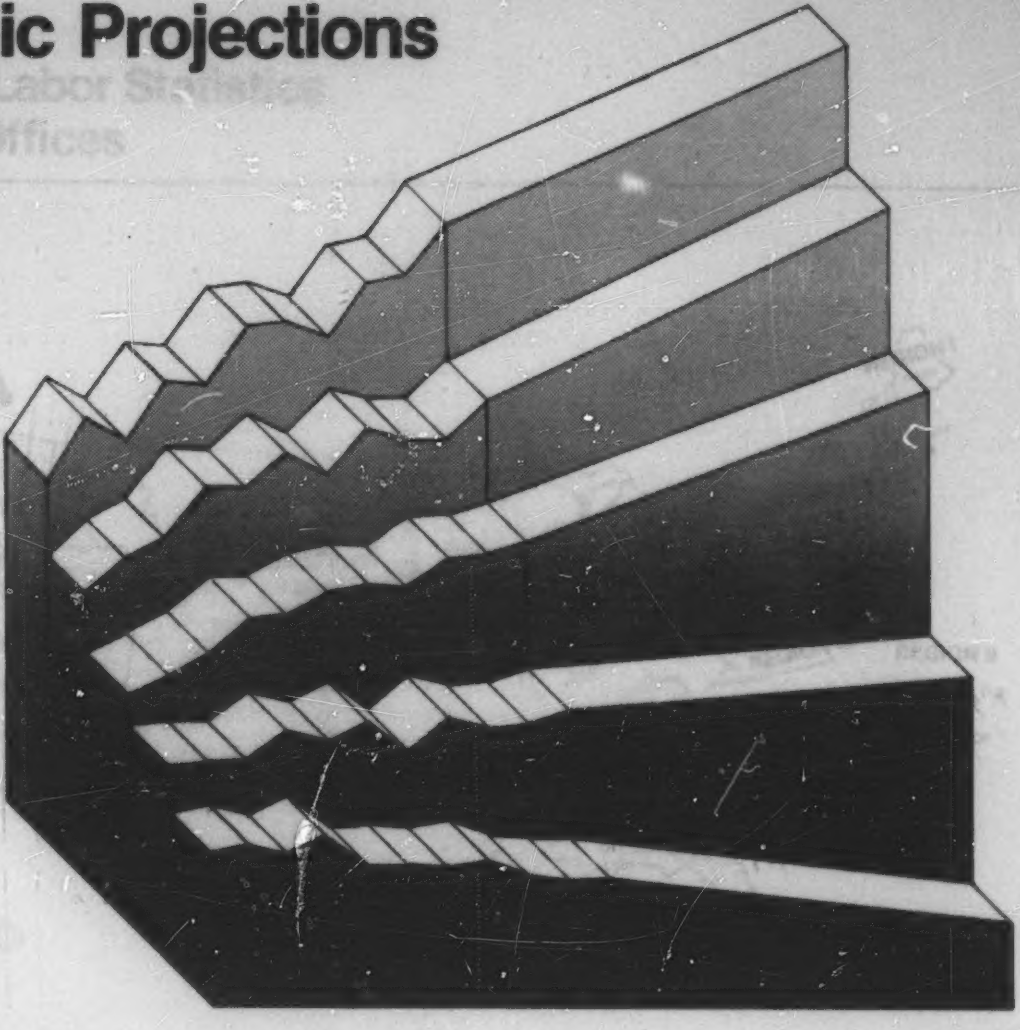

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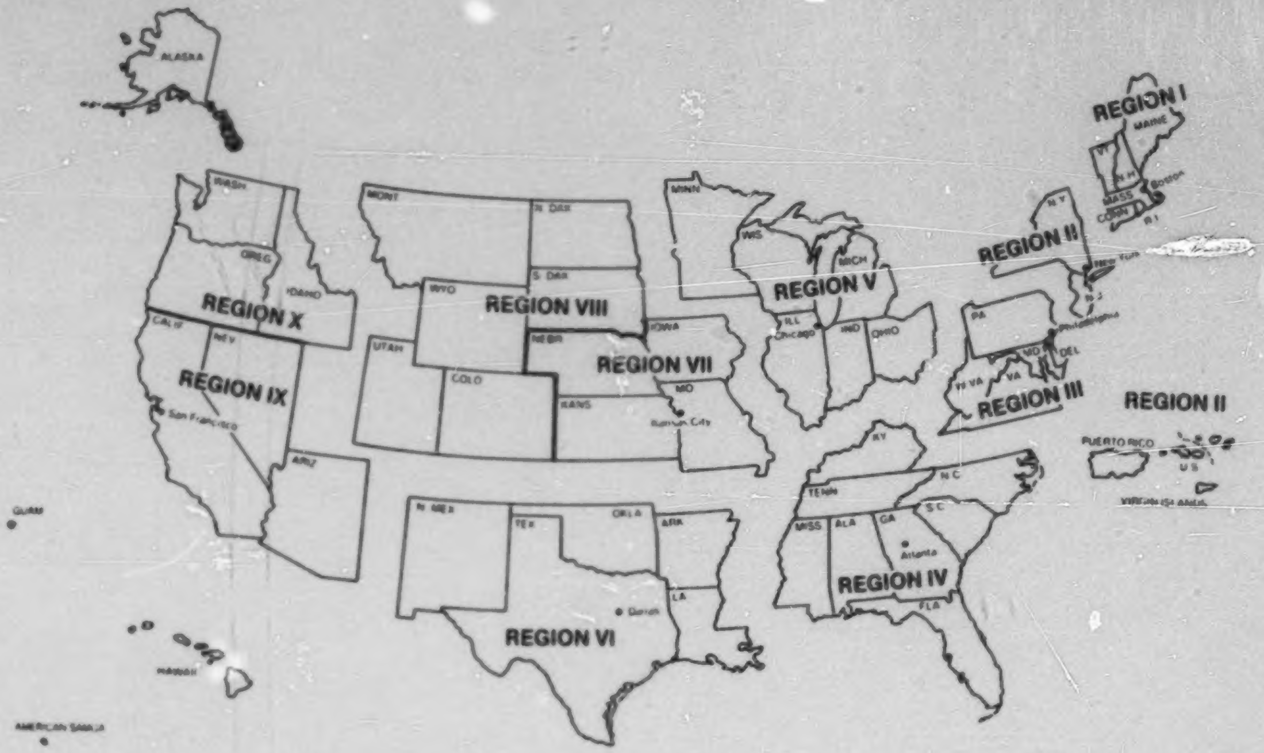

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